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CAUT ACPPU BULLETIN

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Le SEFPO se joint à l'ACPPU

Le Syndicat des employé(e)s de la fonction publique de l'Ontario (SEFPO), qui représente le personnel de 24 collèges d'arts appliqués et de technologie de l'Ontario, est devenu membre de l'ACPPU en novembre dernier.

« C'est avec grand plaisir que nous accueillons le SEFPO parmi nos membres », a déclaré Loretta Czernis, présidente de l'ACPPU. « Le SEFPO est l'un des plus grands et plus puissants syndicats dans le secteur de l'enseignement postsecondaire. Sa division du personnel scolaire des collèges fera profiter de son dynamisme et de son expérience à notre organisation. »

Le SEFPO représente 8 336 professeurs et professeurs de collèges communautaires, dont 483 enseignent dans des programmes conférant des diplômes. Le système de collèges communautaires de l'Ontario est le plus grand au Canada : il réunit des collèges comprenant quelques milliers d'étudiants de même que des établissements comme le Collège Seneca à Toronto qui rassemble 17 000 étudiants à temps plein et 90 000 à temps partiel.

Le SEFPO a délégué Ted Montgomery, président du syndicat des professeurs du Collège Seneca, à sa première assemblée du Conseil de l'ACPPU. Son substitut était Paddy Musson, présidente de la division du personnel scolaire des collèges et présidente du syndicat des professeurs du Collège Fanshawe à London.

« Maintenant que nous comptons comme membres le SEFPO et la Fédération de Post-Secondary Educators de la Colombie-Britannique [appelée auparavant la CIEA], nous représentons les deux plus grands regroupements de professeurs de collèges au Canada », souligne James Turk, directeur général de l'ACPPU. « Cette affiliation nous permettra de faire mieux entendre au gouvernement fédéral nos préoccupations en matière d'enseignement postsecondaire et d'insuffler une nouvelle énergie à notre organisation. »

À son assemblée du 26 novembre, le Conseil de l'ACPPU a approuvé à l'unanimité la demande d'adhésion du SEFPO. ■

English on page A5.

Task Force Report Gives Rx for Clinical Faculty



Pictured from left to right — Gordon Guyatt, Alan Jackson, Philip Welch, Carol Cass & Derryck Smith, CAUT's Task Force on Academic Freedom for Faculty at University-Affiliated Health Care Institutions.

THE independence and integrity of medical education and research in Canada are at risk because too many clinical faculty do not enjoy the same academic freedom and employment rights as their non-clinical colleagues, warns a report issued last month by a task force of medical experts established by CAUT.

The report, *Defending Medicine: Clinical faculty and academic freedom*, concludes that the freedom of clinical faculty to challenge prevailing orthodoxies or criticize decisions made in their institutions is increasingly vulnerable to pressure from outside interest groups, university administrators and corporate and government funders.

« This is a critical moment for clinical faculty », the report says. « Funding shortfalls have placed great strain on universities and health care institutions. Administrations have responded by building increasingly hierarchical management structures, structures that may produce narrow, immediate efficiencies, but place the future of academic medicine in danger. Pressure to produce clinical income takes time away from teaching and research. Incentives to create commercializable products push economic concerns, rather than scientific and ethical considerations, to the forefront. As room for independent thought, action and critical examination

— the very things that advance the quest for greater human knowledge — disappears, universities and affiliated health care institutions are themselves diminished. »

Derryck Smith, head of the division of child and adolescent psychiatry at the University of British Columbia and a coauthor of the report, said changes must be made to protect the health of Canadians.

« It's very important for researchers to be unfettered in their academic pursuits. In this case, it's particularly important because the outcomes affect the health of individual patients and populations, » he said in an interview.

« The problem with clinical faculty is they are often caught in the vortex of three different systems — the university, the hospital and the research institute. If you then throw in the influence of the pharmaceutical industry, you have a potentially toxic mix of influence being brought to bear on individual faculty. »

The task force says explicit protections of academic freedom for clinical faculty must be included in all employment contracts. Also, clinical faculty must have better access to fair and independent

See REPORT Page A9 US

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Discount Rates Page A5



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LETTERS COURRIER

Copyright Review 'Lite'

In the November 2004 Bulletin, Michael Geist describes Access Copyright programs using such inflammatory and silly terms as "cash grab" and "unnecessary." He makes no distinction between scientific and scholarly information (for which creators have already been paid, which is owned by large predatory corporations like Elsevier and Kluwer, and which scholars would love to have freely distributed) and creative works (for which creators need to be paid and protected and have not been paid, or only minimally so).

Geist's distinction between historical material and current material is fine and important, but he lumps the Nobel prize winners' concerns, which are dead-on for scholarly work, with poets, magazine journalists and short story writers, who have fragile existences at best. No cushy Canada Research Chairs for them. Overall his analysis is "lite," misleading and dangerously generalized.

DAVID WALTNER-TOEWS
Population Medicine
University of Guelph

Copyright a Nuisance

In his commentary on copyright (Bulletin, November 2004) Michael Geist suggests "copyright is important to the education community." In my 25 years as an educator I have not seen any evidence of this. In fact, according to numerous recent discussions, both in print and on the Internet, many members of the academic community view copyright as a nuisance. It unduly complicates and often prevents their access to research and educational materials without bringing them any tangible benefit in return.

With the exception of a relatively narrow category of successful commercial authors, copyright does not really "compensate creators" in the academic world. As an author of more than 100 research papers — all copyrighted, by the way — I have never received a penny for any of them. Indeed, as a rule I'm usually asked to pay often outrageously high publication charges. Furthermore, several of my colleagues who have published educational textbooks admit their royalties, if any, are largely symbolic. The same is true for most research monographs.

As a popular saying goes, one of the most frustrating activities is to try to improve something which should not have existed in the first place. In my view copyright fits the bill. While it may have served some good purpose in a pre-digital economy, its continued existence in the digital age, at least as far as the academic world is concerned, brings more harm than good. The best strategy for the academic community would be a cohesive effort for its gradual phase-out, the first step of which could well be a shortening of its term to three or five years after the original publication.

ALEXANDER A. BEREZIN
Engineering
McMaster University

Michael Geist Replies

While at first blush Professors Waltner-Toews and Berezin appear to be commenting on copyright from opposite perspectives — Waltner-Toews expressing concern that creators of creative works should be suitably compensated while Berezin calling for a phase-out of copyright within the academic community — both are ultimately focusing on the same issue. That issue is how to develop an appropriate copyright balance that serves both the needs of creators and the broader public interest, including the education community.

The notion of balance is well known within the scientific world. Patents grant inventors exclusive monopolies on their inventions for a limited period of time. In return, the public receives access to the full inventions immediately and can freely use the patents upon their expiry. The same balance exists in copyright. Creators gain a basket of exclusive rights in their work for a limited time (although not quite as limited as patents) and in return the public benefits from both the creation of the work and from a series of user rights, including fair dealing for private study or research that enable it to freely use portions of the work without permission.

The danger with the Canadian Heritage committee's copyright reform proposal is that it dramatically alters this balance by granting creators significant new rights without adequately addressing the user side of the equation. In fact, the proposal will actually take away rights the education community already enjoys under current Canadian copyright law. It does this without regard for the source or type of work. All copyrighted work found online will be affected, whether a scientific journal article or a poem.

The issue here is not whether creators will be paid. Rather, it is whether they will be paid multiple times, often for work for which they neither expect nor are entitled to compensation. That certainly sounds like a cash grab to me.

MICHAEL GEIST
Canada Research Chair in
Internet & E-Commerce Law
University of Ottawa

Asbestos Statistics Inaccurate

In her article on asbestos (Bulletin, November 2004) Loretta Czernis incorrectly stated that asbestos is banned in Canada. She then gave a dramatic illustration of its harmfulness, claiming the Institut national de santé publique du Québec (INSPQ) found that women in the asbestos-mining region of Québec "have the highest rate of mesothelioma in the world."

However, the eminent scientist Philip Abelson instead noted that four epidemiological studies of this region "show that lifelong exposure of women to dust from nearby mines caused no statistically significant excess disease." Similarly, Québec researchers studying the same region "found no measurable

excess risk of death due to lung cancer among women."

Neither Czernis nor CAUT's health and safety officer, to whom she directed me, could provide a source for the claim attributed to the INSPQ, only the less dramatic statistic that "Québec citizens also show significantly higher rates of mesothelioma of the pleura than men and women in the rest of Canada and in several other countries." Czernis did not mention that there are both amphibole and chrysotile types of asbestos and that the chrysotile form mined in Québec is less dangerous. Nor did she note that asbestos substitutes are also hazardous, and that when appropriate precautions are taken, asbestos can be used safely. We also should not forget that abandoning asbestos has resulted in economic devastation of mining communities. Further, its absence as fireproofing in the World Trade Center may have led to its premature collapse on 9/11 and thus to a significant increase in deaths.

I do not wish to take sides in this contentious debate. I point out only that there is a debate. When statistics are used to resolve it, care should be taken to ensure their accuracy.

STEPHEN BLACK
Psychology
Bishop's University

Professor Black, claiming he does not want to "take sides" in the "debate" about the hazards of asbestos, largely recycles the arguments of Canada's Asbestos Institute (recently renamed the Chrysotile Institute), one of the leading promoters of asbestos use in the world.

The Canadian asbestos industry's claim that chrysotile asbestos is a less harmful form of asbestos is simply not true. More than 30 countries have banned asbestos entirely. The federal Hazardous Product Act bans many asbestos products in Canada. Federal and provincial occupational health and safety acts, and the Workplace Hazardous Materials Information System (WHMIS), make clear that asbestos in all its forms is a carcinogenic health hazard and is strictly regulated in all Canadian jurisdictions.

The reference provided Black states that "all types of asbestos have been associated with mesothelioma, pulmonary cancer and asbestosis"; the rates of mesothelioma of the pleura among Québec men and women "are respectively 9.5 and 2 times higher than rates observed among women in the rest of Canada"; and "Two regions of the province, Chaudière-Appalaches and Montérégie show significant excesses of mesothelioma of the pleura."

Black is right that asbestos miners and their families must not be forgotten. The answer is not continued exposure to asbestos but closure of the mines and decent lifetime compensation for the miners and their families.

CAUT supports a worldwide ban on asbestos. In the meantime, we are doing all we can to protect staff and students from asbestos exposure which, despite the efforts of the Chrysotile Institute, is not a matter for debate but for action. — ed.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Envisioning a Family-Friendly Campus



By LORETTA CZERNIS

WE need to find ways to make academic work more family friendly.

That's the message I take from new data CAUT has collected showing a significant "baby gap" among female faculty members. Nearly one half of the female academics in Canada between the ages of 35 and 39 have no children under the age of 12 living at home. For female physicians of the same age, by contrast, less than a third have no young children. What is it about academic work that has created this baby gap?

Many women will tell you that trying to combine an academic career with raising children creates a number of problems. Time taken off for maternity leave can delay the tenure process and disrupt research commitments. In fact, the not-so-subtle message in the academy, and something I heard many times while in graduate school, is: "Don't even think about having babies until you have your tenure. If you get pregnant, it will mean the end of your career." Unfortunately even some women who obtained tenure and then had babies have been disadvantaged.

Mary Ann Mason, the first woman dean of graduate studies at

the University of California at Berkeley, has surveyed women in the American academy on this issue. Her results show that not only do babies make a difference to women's academic careers, but also the timing of when they have babies is significant. Overall, men with "early babies" — those born within five years from when a parent has completed a PhD — are 38 per cent more likely than women with early babies to become tenured. Women with early babies are 71 per cent more likely to take a few years off before pursuing the goal of tenure and of those, very few return to a tenure-stream position.

The result is that most men who obtain tenure are married with children while most tenured women are not married and more than twice as many delay having children for as long as 12 years after completing doctoral studies (more than twice as many as men). Of the women with PhDs who do have children, many wind up on the contract academic staff treadmill.

The problem facing women is that the critical childbearing years are also the same years in which they must establish their academic careers. In Mason's words, these are the years when the "fast track and the reproductive track are on a collision course."

Some might argue female academics who don't have children have simply chosen to put their

careers before family. However, the evidence shows this is less a choice than a requirement. In her survey, Mason asked women and men if they wanted to have more children. She found that more than a third of the female faculty wanted more children, in comparison to just 18 per cent of their male colleagues.

Clearly, the nature of academic work means women have to make tremendous sacrifices. Changes need to be made that ensure women are not penalized for having families. The University of California has developed some policies that are worth considering around "tenure clock stoppage" for new mothers, part-time work arrangements and guaranteed child-care places.

CAUT is actively encouraging and supporting more family-friendly policies at our universities and colleges. In addition to ongoing collective bargaining support for locals on this issue, CAUT is conducting a survey on campus-based day care facilities and looking into the impact of women's different career tracks on their pension benefits.

We cannot rely on the whims of administrators to take the initiative. CAUT and its member faculty associations need to develop policies and language that can be enshrined in our collective agreements. It's time our campuses become more family friendly. ■

Evidence Refutes Foes of 'Big Government'

Countries with largest public sectors also have healthy economies.



By MARC LEE

WHEN Canadians went to the polls last June, they chose, in policy terms, new spending by the federal government over shrinking government through more tax cuts.

In so doing, they rejected arguments that higher public spending would inevitably undermine Canada's economic performance, or, conversely, that reducing the size of government by cutting taxes would boost the economy.

They made the right choice. Statistically, there is no correlation between economic performance and the size of government. And, to the extent that studies are marshalled in favour of smaller government, closer inspection usually shows that the data have been tortured to bring out a confession.

Canada has tax revenues (an indicator of size of government) of about 36 per cent of GDP, a bit less than the average for the most advanced economies of the OECD (38 per cent), and much smaller than the European countries (42 per cent).

Eleven countries in the OECD are in the same income range as Canada (just under US\$30,000 per capita), but have larger public sectors. Topping the list are Sweden and Denmark, the countries with the largest shares of taxes-to-GDP in the OECD (54.2 per cent and 48.8 per cent, respectively).

If "big government" led to weaker economic performance, the Scandinavian countries, which have much larger governments than Canada, should all be economic basket cases. But this is not the case. These countries have among the highest productivity and living standards in the world.

Also in the same income range as Canada are Japan and Australia, countries with shares of taxes-to-GDP closer to the low end (27.1 per cent and 31.5 per cent, respectively). Interestingly, the country with the lowest level of taxes-to-GDP, Mexico at 18.5 per cent, was second-lowest in income. Luxembourg, with a very high average income of US\$50,600, nonetheless had taxes that amounted to 41.7 per cent of its GDP.

The same basic result holds for other measures of economic performance and other indicators of the size of government. In a detailed review of the evidence by U.S. economist Peter Lindert, he asks why European welfare states have not had the negative effect on growth that many economists assume it should. He finds that the actual

experience of countries with large public sectors has been towards implementing pro-growth taxation and spending policies.

On the tax side, these governments have tended to tax capital lightly to avoid capital flight. They also tend to rely more on consumption taxes, particularly those for gas, alcohol and tobacco. These taxes, while considered regressive, were introduced as part of a social bargain that the proceeds would fund beneficial social programs.

The flip side of taxation is public spending. On the spending side, welfare state countries have invested in public services, such as health care and childcare, that have pro-growth impacts. A lesson for Canada is that we should press forward with a national early childhood education and care program. Such a program makes good economic sense, both in labour market impacts for women, and the cognitive impacts for young children. University of Toronto economists Gordon Cleveland and Michael Krashinsky find a two-dollar return for each dollar invested in childcare.

The enemies of "big government" fight their battle on ideological rather than economic grounds. Economically, the key questions seem to be not how much tax is taken as a percent of GDP, but what tax mix is used, and what is the money spent on. These considerations dwarf the simple idea that big government is bad for growth.

There is no economic reason why Canada could not expand its public sector by a significant margin. This would invigorate, not kill, the Canadian economy, and could greatly improve it if new expenditures went to pro-growth investments.

What is refreshing about this research is that it reinforces the idea that public policy is about making choices. We can choose to engage in good social policy without fear that the economic sky will come falling down on us. ■

Marc Lee is an economist based in the B.C. office of the Canadian Centre for Policy Alternatives and is the author of *Size of Government and Economic Performance: What does the evidence say?* available at www.policyalternatives.ca.

Reprinted from the CCPU Monitor, November 2004.

The views expressed are those of the author and not necessarily those of CAUT.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

LE MOT DE LA PRÉSIDENTE

Vers une conciliation travail-famille

Par LORETTA CZERNIS

Il nous faut trouver des moyens de rendre le travail universitaire plus favorable à la famille.

C'est le message que je retiens des nouvelles données recueillies par l'ACPPU et faisant ressortir un « baby gap » important parmi les professeures membres. Près de la moitié des femmes universitaires au Canada, âgées de 35 à 39 ans, n'ont pas d'enfants de moins de 12 ans à la maison. Par contre, moins du tiers des femmes médecins du même âge n'ont pas de jeunes enfants. Pourquoi le travail universitaire accuse-t-il ce « baby gap »?

Bon nombre de femmes vous diront qu'essayer de mener de front une carrière universitaire et une vie familiale occasionne un certain nombre de problèmes. Le temps pris pour un congé de maternité peut retarder le cheminement vers la permanence et désorganiser le calendrier des recherches. En fait, le message peu subtil véhiculé dans le milieu uni-

versitaire, et que j'ai souvent entendu pendant que je faisais des études supérieures, est le suivant : « Ne pensez même pas à avoir des enfants tant que vous n'aurez pas obtenu votre permanence. Tomber enceinte aura pour conséquence de mettre un terme à votre carrière ». Malheureusement, même les femmes qui ont obtenu leur permanence et qui ont ensuite eu des enfants ont été désavantagées.

Mary Ann Mason, la première femme doyenne des études supérieures de l'Université de Californie à Berkeley, a réalisé un sondage à ce sujet auprès des femmes universitaires américaines. Les résultats révèlent non seulement que la maternité a une influence sur la carrière universitaire des femmes, mais aussi que le moment où elles mettent au monde leurs enfants est un facteur important. Dans l'ensemble, les hommes qui ont des enfants au début de leur carrière — des enfants qui sont nés dans les cinq

ans qui suivent le moment où un parent termine son Ph.D. — ont 38 % plus de chances que les femmes qui ont des enfants au début de leur carrière d'obtenir leur permanence. Ces femmes sont 71 % plus susceptibles de prendre un congé de quelques années avant de cheminer vers leur permanence, et de ce nombre, très peu retournent au travail dans un poste conduisant à la permanence.

Il en résulte que la plupart des hommes qui obtiennent leur permanence sont mariés et pères d'enfants tandis que la plupart des femmes titulaires ne sont pas mariées, et plus du double attendent d'avoir des enfants jusqu'à 12 ans après avoir terminé leurs études de doctorat (plus du double de tous les hommes). De toutes les femmes titulaires d'un Ph.D. qui ont des enfants, bon nombre d'entre elles se retrouvent parmi les effectifs universitaires contractuels.

Voir CONCILIATION à la page A10

Help protect academic freedom.

Greetings,

As an educator and researcher, you should know this date: September 15, 1958. On that day, a crucial part of your professional identity was born. That's the day on which Harry Crowe, a tenured professor at United College (now the University of Winnipeg), was fired. As a student of Harry Crowe, a year before his dismissal, I was profoundly upset about the college's senseless actions. I can personally attest to his marvellous intellect and persuasive capacity to inspire his students.

No clear reason was ever given for Harry's dismissal, although it's presumed it was because he wrote a letter that was critical of one of the college's policies and expressed his political preference in the upcoming federal election.

Outraged, 14 professors at United College resigned in protest of the college's treatment of Crowe. Many of these professors paid dearly for their principles. Some never got their jobs back.

And while Harry went on to do other things — he was a columnist for the Toronto Telegraph and a trade union researcher — he did not teach again until 1966.

Harry's case was a glaring example of the flimsy state of academic freedom in Canadian universities at the time. His case also helped give rise to what we know today as the Canadian Association of University Teachers. And with your academic freedom as its major objective, CAUT has been working on your behalf ever since.

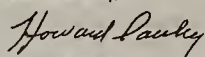
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NEWS

Report Warns Universities Becoming More Private

With too little public money to work with, universities are increasingly turning to private revenue sources.

CANADA'S universities and university colleges are increasingly drawing upon private sources of funding to make up for public funding cuts, according to a report compiled by CAUT.

The study released earlier this year, *Private or Public? University Finances 2002-2003*, found total university revenues rose almost 7 per cent over the previous year, but that most of the increases were derived "from private revenue sources in the form of higher tuition fees and increased sponsored research funding."

Government funding now makes up just 56.6 per cent of all university revenues in Canada — a drop of 10 percentage points from a decade ago. By contrast, fees paid by students now constitute more than 20 per cent of all revenues and 34 per cent of operating revenues, compared to 13 per cent and 20 per cent respectively in 1992.

The study also found the trend away from public funding is most pronounced in Ontario and Nova Scotia where more than half of all university revenues now come from private sources, primarily in the form

of tuition fees, private grants and donations.

"The rapid decline in public financial support over the past three decades has led universities to aggressively pursue other sources of revenue," the report says. "In this process, the Canadian university is becoming less a public institution and more a private one, less accountable to the public interest and more beholden to private interests."

"A renewed commitment on the part of governments to adequately provide public funding in the form of core operating grants to universities and colleges is urgently needed to counter these trends. Beyond this, however, university administrators must also make a commitment to reinvest in the core functions of universities and act to ensure post-secondary education is affordable and accessible." ■

CAUT's report, *Public or Private? University Finances, 2002-2003*, is available at www.caut.ca/en/publications/educationreview/default.asp.

Version française à la page A8.

Campagne contre l'amiante amorcée

L'ACPPU a annoncé le lancement en novembre d'une campagne nationale pour mettre au jour les dangers cachés que fait courir aux étudiants et au personnel l'exposition à l'amiante dans les établissements des quatre coins du pays.

« L'amiante est une substance très dangereuse qui est totalement interdite dans 31 pays, qui l'est en partie au Canada et qui figure parmi les substances désignées en vertu de la législation sur la santé et la sécurité dans l'ensemble des administrations canadiennes », souligne James Turk, directeur général de l'ACPPU. « Malheureusement, l'amiante est présent dans une large mesure dans les bâtiments des universités et des collèges qui ont été construits avant le milieu des années 1970. »

L'amiante servait de matériau bon marché et utile, à la fois ignifuge, insonorisant et thermo-isolant et était utilisé dans la fabrication des carreaux de plafond et des revêtements de sol.

« La présence de l'amiante sur nos campus comporte de sérieux risques car ce matériau s'effrite avec le temps et se propage dans l'air là où sont réalisés des travaux de construction et de rénovation », prévient M. Turk. « Les fibres indestructibles s'imprègnent dans le tissu des poumons et de l'estomac par la respiration et l'ingestion et s'installent à demeure, les fonctions corporelles normales ne parvenant pas à les éliminer. L'accumulation des fibres peut engendrer plusieurs maladies mortelles. »

L'ACPPU a amorcé sa campagne nationale d'information sur l'amiante après que deux professeurs de l'Université du Manitoba sont décédés du mésothéliome, une forme rare de cancer de la plèvre causé exclusivement par l'exposition à l'amiante.

« La campagne vise à sensibiliser notre collectivité aux dangers de l'amiante et à faire en sorte que les collèges et les universités satisfassent aux obligations légales qui leur sont faites d'évaluer les risques et d'élaborer un plan de désamiantage », déclare M. Turk.

L'ACPPU distribue à toutes ses associations membres une trousse complète de documentation pour les aider à faire face au problème sur leur campus. Elle leur fournit également des conseils éclairés et de la formation pour les comités mixtes de santé et de sécurité, les comités de direction et l'ensemble des membres.

À l'échelle nationale, l'ACPPU coordonne ses travaux avec les unités de santé et de sécurité des syndicats nationaux qui représentent également le personnel des collèges et des universités. L'ACPPU demande au gouvernement fédéral, qui a défendu activement l'utilisation et l'exportation de l'amiante pendant de nombreuses années, d'établir un fonds spécial pour aider les universités et les collèges à absorber les frais considérables de désamiantage. ■

English on page A11.

NEWS ACTUALITÉS

Government Urged to Increase Higher Education Funding

CANADIANS want the federal government to do more to make education more affordable, a new CAUT survey shows.

"People are clearly saying they find university and college tuition too high," said Loretta Czernis, president of CAUT. "Students and their families are really struggling to pay for the kind of quality education demanded in today's world."

Two-thirds of the people surveyed in the poll carried out by Decima Research believe that university and college tuition fees are not affordable, with most people surveyed in Atlantic Canada (79 per cent) saying so.

A little more than half the people surveyed said the federal government should provide a free university or college education to any qualified student who can't afford to pay. A majority also want the government to guarantee a university or college spot for every qualified student, even if that means spending more tax money.

"Canadians seem to understand more than their political leaders that post-secondary education is critical to our social and economic development," Czernis said.

Support for free tuition for needy students is highest in Atlantic Canada, where nearly 60 per cent surveyed supported the idea.

Czernis said the survey also underlines that post-secondary education is now a major political issue with the public.

When asked what the next priority should be for the federal government following the recently negotiated health care accord, 23 per cent in the survey said reducing poverty and unemployment while 22 per cent said making post-secondary education more affordable. Fewer (17 per cent) identified lowering taxes and 12 per cent said paying down the debt. The least popular priorities were preserving the environment (8 per cent), military spending (7 per cent), and funding a national child care program (7 per cent).

The survey also found that almost seven out of 10 people felt the federal government should increase the amount of money it currently spends on post-secondary education, while reducing tuition fees was identified by half the people surveyed as the most important priority of any new funding initiative.

"Clearly, Canadians want more leadership from Ottawa on dealing with the skyrocketing cost of education," Czernis said. ■

The survey, conducted for CAUT by Decima Research Inc., is based on interviews with 2,000 adult Canadians between October 7 and October 15, 2004. National results are considered accurate within 2.2 percentage points, 19 times in 20.

Version française à la page A10.

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* Mortgage rates as of November 30/2004. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed.

OPSEU Joins CAUT



Ottawa — CAUT executive director James Turk (left) with Paddy Musson, chair of OPSEU's college academic division, Ted Montgomery, chair of OPSEU's college academic bargaining team & CAUT president Loretta Czernis at the CAUT Council meeting in November.

THE Ontario Public Service Employees Union (OPSEU), which represents staff at Ontario's 24 colleges of applied arts and technology, was welcomed into CAUT membership in November.

"We are delighted OPSEU has joined us," said CAUT president Loretta Czernis. "OPSEU is one of the largest and strongest unions in the post-secondary education sector in Canada. Its college academic division will bring real strength and experience to our organization."

OPSEU represents 8,336 community college teachers, of whom 483 teach in degree-granting programs. Ontario's community college system is the largest in Canada with institutions ranging from those with several thousand students to Seneca College in Toronto with 17,000 full-time and 90,000 part-time students.

OPSEU's delegate to their inaugural CAUT Council meeting was

Ted Montgomery, president of the faculty union at Seneca College. Alternate delegate was Paddy Musson, chair of the college academic division and president of the faculty union at Fanshawe College in London.

"With both OPSEU and the Federation of Post-Secondary Educators of B.C. [formerly CIEA] as federated members, we represent the two largest groups of college teachers in Canada," CAUT executive director James Turk, said of the affiliation. "This strengthens our voice in dealing with the federal government on post-secondary issues and brings new energy to our organization."

OPSEU's membership application was endorsed unanimously by CAUT Council delegates on Nov. 26. ■

Version française à la page A11.

CALL FOR NOMINATIONS APPEL DE CANDIDATURES

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2005.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominations for president should have considerable experience in faculty association affairs at the local or provincial level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom and Tenure Committee. Responsible for chairing the Academic Freedom and Tenure Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties; and shall normally have served at least one year on the committee.

Chair, Women's Committee. Responsible for chairing the Women's Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, should have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chairs is two years.

Nomination Procedure

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2. Fax: (613) 820-7244.

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2005

Note: Information on release time is available at www.caut.ca/en/policies/release_time.asp.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2005.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Chargés d'exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. Le titulaire doit présider le Comité de la liberté académique et de la permanence de l'emploi et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. De plus, ils doivent normalement avoir siégé au comité depuis au moins un an.

La présidence du Comité des femmes. Le titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au comité depuis au moins un an.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des présidents des comités est de deux ans.

Méthode de mise en candidature

Prière d'envoyer les candidatures à : M. Gordon Shrimpton, président, Comité des élections et résolutions, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2. Téléc. : (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca.

La date limite 1^{er} mars 2005

Les renseignements au sujet du dégelage se trouvent à : www.caut.ca/fr/policies/release_time.asp.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université



COMMENTARY TRIBUNE LIBRE

U.S. Barring Muslim Scholar Shows Larger Problem



By PHILIP G. ALTBACH

HALF the battle in the Middle East is for the hearts and minds of the Islamic world. A longer-term goal for the United States is to build relations of respect not only with nations but with people around the world — especially with students, scholars and intellectuals — the opinion makers of today and tomorrow. [Recently], a symptomatic event occurred — evidence of how the U.S. is putting itself in a position that makes it completely impossible to win that battle. The State Department suddenly revoked the visa already granted to Professor Tariq Ramadan, on the basis of undisclosed information supplied by the Department of Homeland Security. Professor Ramadan is not just one of the many individuals caught up in the machinations of the post-September 11 world. He is one of the most visible, if controversial, Muslim scholars in Europe. His work on Muslim-Christian relations and the role of Muslims in Western nations is at the cutting edge on a set of issues central to contemporary society. He is a professor in Geneva, Switzerland, and was invited by the University of Notre Dame to teach a course on Islamic ethics. He had already arranged for his children to attend schools in Indiana.

The Ramadan case is yet another example — widely reported in Europe and internationally — of how foreign individuals are treated by an American government fearful of people and perhaps ideas it does not completely understand. Notre Dame is in fact doing exactly the right thing. It is engaging controversial people and ideas in an effort to stimulate dialog and perhaps mutual understanding. The university is bringing to the U.S. a prominent intellectual to interact and perhaps to learn about American

The Ramadan case exemplifies U.S. thinking & practice post-9/11.

ideas. Notre Dame is not concerned that Professor Ramadan might not agree with American approaches to the Middle East.

For decades, the U.S. has benefited from the presence in its universities of students and scholars from abroad. Almost 600,000 students and 84,000 scholars from other countries are studying in the U.S. at present. Many foreigners from all over the world are teaching at American universities for varying periods of time. Indeed, many of our best professors and researchers, including Nobel Prize winners, are from other countries

and have chosen to work at American universities. Foreign students and scholars constitute one of the few areas in which the U.S. has a highly favorable "balance of trade" — many foreigners are attracted to American higher education, producing more than \$12 billion for the economy. Much more important are the ideas that they bring and the things that they learn and bring back to their home countries.

The Ramadan case is important because it exemplifies U.S. thinking and practice in the post-9/11 world. Foreigners are routinely mistreated when they apply for American visas, work permits, or permission to study. There is by now a vast array of anecdotal evidence from all over the world concerning the tribulations of dealing with American officialdom. Tales abound of uncivil consular officials in foreign posts, inordinate delays in processing visas and other documents and seemingly arbitrary and capricious treatment of applicants. The buzz in student dormitories and faculty offices from Mumbai to Montevideo is that America no longer welcomes foreigners.

So far, polls show that the U.S. remains a favored destination for foreigners wishing to study overseas. Foreigners like American universities and American culture, but they feel that access is no longer possible or worth the trouble of achieving. Flows of students and

scholars worldwide remain strong, but the U.S. is being overtaken by such competitors as Britain and Australia. There is still a reservoir of support for American education and culture around the world, but it is quickly being drained by official policy and bureaucratic procedures.

Fear seems to be the motivating force behind how the U.S. is thinking about dealing with the rest of the world: fear of individuals and fear of ideas. Tariq Ramadan poses no threat to American security — he may communicate with people who are distasteful to some Americans, and he may hold ideas that can be questioned. But the worst outcome of this case, and of many other less-publicized ones, is to keep him out of the country. This robs Americans of the opportunity to hear opinions about religion, culture, or world events that are relevant to central issues of the day and to interact with key thinkers. And in the Ramadan case it sends a message around the world that the U.S. government is intolerant.

All of this is not merely an academic debate. It goes to the heart of how America deals with the rest of the world. If the U.S. is to successfully engage with ideas and people from abroad, it must restore its openness — of course, with appropriate safeguards for post-9/11 security. But security is one thing, and building walls against ideas

and individuals who might hold unorthodox opinions is quite another. Tariq Ramadan should be welcomed to Notre Dame, and the thousands of students and scholars seeking to study and learn in the U.S. should be similarly welcomed. To do otherwise guarantees both ignorance and defeat in a world where knowledge and ideas mean a great deal. ■

Philip G. Altbach is Monan Professor of Higher Education and director of the Center for International Higher Education at Boston College. Information about the Center is available online at www.bce.edu/bce.org/avp/soe/cihe/index.htm.

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The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (lduhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (lduhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

Will Our Anti-Terrorism Act Lead Us Down the Road to Tyranny?

From PAGE A12

ment has actually done little to increase public safety. Horrific acts of terror are not hard to pull off: an angry individual with fertilizer and a rental truck can blow up a building in Oklahoma City; a man and a boy with a gun and a car can terrorize a city; a suicidal killer armed with office tools can crash an airplane into a highrise; a dirty nuclear device can be assembled from readily available industrial dynamite and radioactive materials used in laboratories and hospitals across the country. Simply put, no system of policing and security, no matter how draconian, can provide 100 per cent protection against such acts of terrorism. Real security requires enhancing the security of places and systems, target hardening and better emergency preparedness. The false sense of security produced by a tough-on-crime approach to the threat of terrorism (peace bonds for terrorists! stiffer penalties for suicide bombers!) "makes Canada vulnerable to a non-rational and even counter-productive allocation of resources to security." In a major contribution to the thinking about this subject, Roach develops a public health or disaster-based approach to terrorism that, through reliance on "technology, better emergency re-

sponses, and the control of weapons and other hazardous substances also poses less threat to liberty, privacy, and equality than one that relies on criminal investigations and prosecutions." The Public Safety Act, a much-delayed bill that has appeared in Parliament in several forms now, is, Roach says, a step in the right direction.

Roach's analysis will run into heavy criticism on several grounds. In criticizing American policy in many areas he will (unfairly, in my view) be

No security system can provide 100% protection against acts of terror.

labelled as anti-American. Others will balk at his defence of anti-majoritarian judicial policing of civil liberties. Others still will react angrily to the book because they reject the idea of civil liberties altogether. These, I think, are fundamentally wrong-headed criticisms that could only be sustained by a biased reading of the text and in ignorance of Canadian constitutionalism.

Roach is on thinner ice, however, in three respects. First, he may be overly optimistic about the abil-

ity of Canada — a fine place but a smallish economy and third-tier power at best — to withstand either American diplomatic pressure or American cultural logic.

Second, he has glossed over the failures of Canadian democracy (better dealt with by Donald Savoie or Jeffrey Simpson) rather badly. This allows him, in a particularly unfortunate blunder, to pen these words: "Some government backbenchers, senators, and even Cabinet ministers courageously voiced their concerns about the bill" before collapsing under party discipline on final reading. This, of course, entirely overlooks the point that the whole idea of parliamentary democracy is that MPs are supposed to act in the public interest and in fear or favour of no one, especially not of the executive branch of government. To single a few out for courage in doing what they are constitutionally bound to do is to demonstrate the hollowed-out, corrupted shell that Canada's Parliament has become.

Third, Roach is insufficiently critical of the proposed Public Safety Act, a bill that operates by creating huge areas for ministerial discretion. It does so without providing the safeguard implicit in the principle of collective Cabinet responsibility (ministers are authorized to act on their own and without Order-in-Council)

and without the kinds of constraints, checks and accountability mechanisms provided for by the Emergencies Act, for example. Although the focus on safety is undoubtedly a good thing, the mechanisms provided are themselves a threat to Canadian constitutional values and democracy. It is not altogether clear that the massively expanded ministerial authority this act would create is gentler than the criminal law enforcement that Roach so effectively criticizes.

These are not inconsequential matters, but pointing them out does nothing to detract from this invaluable book. Roach has produced an excellent Canadian history of the year passed, an insightful and highly readable analysis of some really tricky stuff, a valuable blueprint for confronting the challenges of terrorism and a primer on Canadian civics. This is an outstanding work, and a must-read for anyone who would understand Canada's role in the new circumstances of the early 21st century. ■

W. Wesley Pue is Nemetz Professor of Legal History at the University of British Columbia. He researches in the fields of law and society, legal history and constitutionalism and the rule of law in Canada.

This book review was originally printed in the Literary Review of Canada, www.reviewcanada.ca.

CAUT Dedicated Service Awards

ESTABLISHED in 2003, these awards for dedicated service are presented by the Canadian Association of University Teachers to recognize individuals for exceptional service to their faculty associations.

Recipients are nominated by their associations. The award has been conferred on 39 individuals since its introduction. The latest recipients are Keith Cassidy of the University of Guelph (UGFA) and Barbara Trenholm of the University of New Brunswick (AUNBT). ■

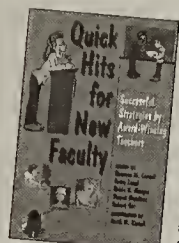
Les prix pour services insignes

CRÉÉ en 2003, le prix pour services insignes est décerné par l'Association canadienne des professeurs et professeurs d'université aux personnes qui ont fourni un service exceptionnel à leur association de professeurs.

Les lauréats sont nommés par leur association. Jusqu'à maintenant, le prix a été remis à 39 personnes. Les derniers lauréats de ce prix sont Keith Cassidy, Université de Guelph (UGFA) et Barbara Trenholm, Université du Nouveau-Brunswick (AUNBT). ■

BOOKSHELF COIN DES LIVRES

QUICK REVIEWS



Quick Hits for New Faculty: Successful Strategies by Award-Winning Teachers

Rosanne M. Cordell, Betsy Lucal, Robin K. Morgan, Sharon Hamilton & Robert Orr, eds. Bloomington, Indiana: Indiana University Press, 2004; 170 pp; ISBN: 0-253-21709-1, paper \$14.95 us.

This is the third and latest book in the "quick hits" tradition of providing sound advice from award-winning college faculty. While the first two volumes of *Quick Hits* focused on teaching in general, this volume is aimed primarily at

helping new faculty members acclimate to life in academe. The articles and strategies range from planning for that first day in the classroom to evaluating student learning to documenting teaching to understanding the politics of teaching and learning in the department and institution. *Quick Hits for New Faculty* guides new faculty through the start of an important journey that ultimately will take the teacher from novice to accomplished professional.

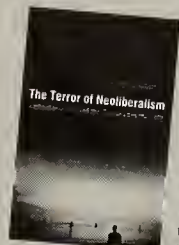


Student Affairs: Experiencing Higher Education

Lesley Andres & Finola Finlay, eds. Vancouver: UBC Press, 2004; 256 pp; ISBN: 0-7748-1114-5, hardcover \$85 ca; ISBN: 0-7748-1115-3, paper \$29.95 ca.

Who has access to higher education today? At what financial and personal cost? Based on what conditions and criteria? How do students describe and interpret their experiences? And how can institutions facilitate and constrain successful participation and completion? *Student*

Affairs addresses these issues in programs ranging from community college developmental studies to graduate studies. Researchers explore how and why institutional rhetoric of inclusion, engagement, gender and access may or may not be reflected in the reality of students' diverse experiences. The chapters move from theory to application by suggesting realistic strategies for addressing the challenges surrounding the interrelation of students and institutions. This collection is a testament to how much institutional change has occurred in the social organization of post-secondary education, and how much more change is required to meet the challenge of equitable access and inclusion.



The Terror of Neoliberalism: Authoritarianism and the Eclipse of Democracy

Henry A. Giroux. Aurora, Ontario: Garamond Press, 2004; 192 pp; ISBN: 1-55193-054-4, paper \$22.95 ca.

Neoliberalism, too commonly regarded as an economic theory, is a complex of values, ideologies and practices that work more broadly as a "cultural field." Giroux argues that its cultural dimensions erode the public participation that is the very foundation of democratic life.

Under neoliberal policies, Giroux shows, populations are increasingly denied the symbolic, educational and economic capital necessary for engaged citizenship. He assesses the impact of neoliberalism on the language of democracy, race, education and the media, offering alternatives necessary to restore democratic institutions.

Quick Reviews produced from information supplied by publishers.

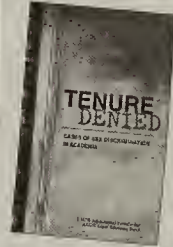
HOMework!

Two Pairs of Whole Numbers

Find two pairs of positive whole numbers (using each number only once) for which the sum of each pair is equal to the product of the other pair. How many examples are there?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B24.

Tenure Justice Worth the Fight



Tenure Denied: Cases of Sex Discrimination in Academia

Washington: American Association of University Women Educational Foundation & American Association of University Women Legal Advocacy Fund, 2004; 105 pp; ISBN: 1-879922-34-7, paper \$10 us.

By WENDY ROBBINS

THE authors of this "plaintiffs' cumulative biography" claim it is "decidedly not a cautionary tale against litigation." Excuse me? *Tenure Denied* examines 19 of the

more than 60 sex discrimination cases supported by the American Association of University Women's Legal Advocacy Fund since the early 1980s. The female plaintiffs in eight of the 19 cases lost their claims, seven settled, two won and two are in ongoing litigation.

Tenure is a gender issue. In both the United States and Canada, men make up nearly three-quarters of tenured professors. The main theses of this well-documented study are that "the burgeoning pipeline of women professors with doctorates has yet to translate into full gender equity among tenured faculty," "the tenure process appears to exclude a larger percentage of women than men," and "sex discrimination remains a critical part of the problem."

Tenure Denied weaves together individual stories against the framework of these gross statistical disparities. Allegations include sexual harassment, a hostile work environment, differential workloads, no time off the tenure clock for childbirth, conflict of interest of tenure committee members, retaliation for whistle-blowing and trivializing women-centred research. Few cases are as blatant as that of the earliest plaintiff in the study, who, refusing the sexual advances of a senior professor, was told this was "no way to get tenure."

"A more subtle form of discrimination persists, however, regarding mothers' commitment to serious scholarship." (p. 25) Some tenure committees regard taking even a four-week maternity leave as "lack of commitment to career." In the U.S. the average age of graduating PhDs is 33. If tenure takes another seven years, when is there time for family?

Advice ranges from fitting childbearing between completion of a dissertation and before applying for a tenure-track job, to playing "biological roulette" and postponing childbearing until after tenure. Some institutions encourage women to give birth either during their research leave or during the summer. Thus their maternity leave affects their scholarship – the aspect of job performance on which faculty promotions most heavily depend.

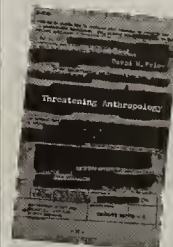
Add to the mix that tenure battles are, by definition, unequal contests, pitting an untenured individual against a powerful institution – the classic David versus Goliath, with David as a woman, on a male battlefield. Women are still (*pace* Carol Tavris) "measuring up" to male-defined norms and career patterns.

The report also explores universities' defense strategies, from legitimate to devious: operate in secrecy, withhold evidence, even resort to lies and distortions about positive external evaluations. Universities may regard court oversight of the tenure decision as an infringement on academic freedom. However, *Brown v. Trustees of Boston University* (1980) clarified that "academic freedom does not include the freedom to discriminate against tenure candidates on the basis of sex or other impermissible grounds."

The legal heart of the report focuses on the concepts of mixed motives and pretext, along with key judicial interpretations that have, for the most part, made it more difficult for a plaintiff in a tenure case to prove discrimination. One of these is *Fisher v. Vassar College*, 1997. LAF-supported plaintiff Cynthia Fisher alleged Vassar had discriminated against her on the basis of sex, age and marital status. The federal district court found the biology department's tenure report was pretextual and used "patently discriminatory

See TENURE DENIED Page A8

McCarthyism's Canadian Connection



Threatening Anthropology: McCarthyism and the FBI's Surveillance of Activist Anthropologists

David H. Price. Durham, North Carolina: Duke University Press, 2004; 448 pp; ISBN: 0-8223-3326-0, hardcover \$84.95 us; ISBN: 0-8223-3338-4, paper \$23.95 us.

By DONALD C. SAVAGE

DAVID Price extends our knowledge of how far the House Un-American Activities Committee – a committee (1938-1975) of the U.S. House of Representatives –

and the FBI were willing to go to harass American academics in the name of security.

But why anthropologists? Race is the trigger. HUAC and the FBI particularly disliked anthropologists such as Franz Boas and Ruth Benedict, chairs of the anthropology department at Columbia because they regarded race to be a social construct and not a scientific predictor of anything significant such as character or intelligence. This in an era when there was a popular storm to try and prevent the Red Cross from accepting blood donations from African-Americans because this would result in black blood mixing with white. The FBI thought anthropologists who resisted the South's view of race had an unfortunate tendency to join organizations which favoured equality and protested against inequality.

The reach of HUAC and the FBI extended to Canada, particularly to the political science, sociology and anthropology department at Simon Fraser Uni-

versity. The FBI rarely opened files unless they received information or denunciations about the persons concerned in the file. It would be interesting to know where the information on Simon Fraser came from – the RCMP?

One of the depressing revelations in Price's book is how members of the academic community were prepared to denounce each other to the FBI. The same was true in Canada with the RCMP security branch. Another source of information in both countries was the Office of University Registrars' who were pressured to open the universities' files on students and faculty. But on reading this book, it is hard not to wonder whether matters will be any different this time around during the war on terror. The circulation of blacklists of faculty members who are insufficiently patriotic or who oppose the war in Iraq does not breed confidence. Will those in area studies programs such as Middle Eastern studies replace anthropologists as a popular political target? ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University in Montreal.

CAUT Standing Committees

Under new procedures set by Council in November 2004, CAUT is seeking members who want to serve, on its four standing committees of Council. Each of these committees is being expanded to at least eight members (including the chair) and will normally meet twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Four Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Four Vacancies. Members should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Four Vacancies. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. They ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians.

Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Five Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

Deadline 15 February 2005

Comités permanents de l'ACPPU

Conformément aux nouvelles règles de procédure établies par le Conseil en novembre 2004, l'ACPPU est à la recherche de membres désireux de siéger à l'un de ses quatre comités permanents du Conseil. Chacun de ces comités comptera dorénavant au moins huit membres (incluant le président ou la présidente) et se réunira normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, quatre postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, quatre postes. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, quatre postes. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les universités canadiennes. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les conditions de

travail des bibliothécaires dans les universités. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, cinq postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

La date limite 15 février 2005

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



ACTUALITÉS

De plus en plus, les universités se privatisent

Devant le recul marqué du financement public, les universités se tournent vers les sources de revenu privées.

SELON un rapport établi par l'ACPPU, les universités et les collèges universitaires au Canada dépendent de plus en plus des sources de financement privées en conséquence des réductions opérées dans le financement public.

L'étude publiée plus tôt cette année, *Public ou privé? Les finances des universités 2002-2003*, révèle que les revenus enregistrés par les universités étaient en hausse de près de 7 % par rapport à l'exercice précédent, mais que la plupart des efforts de rétablissement provenaient « de sources de revenu privées sous la forme de frais de scolarité plus élevés et de dons privés et de mandats plus généreux ».

Le financement public ne constitue maintenant la source que de 56,6 % de tous les revenus des universités au Canada, soit une baisse de 10 points de pourcentage comparativement à il y a dix ans. Par contre, les frais payés par les étudiants constituent maintenant plus de 20 % de tous les revenus et 34 % des revenus d'exploitation, contre 13 % et 20 % respectivement en 1992.

L'étude constate également que la tendance vers la privatisation est la plus prononcée en Ontario et en Nouvelle-Écosse, où plus de la moitié de tous les revenus des universités

proviennent maintenant de sources privées, principalement sous la forme de frais de scolarité, de subventions privées et de dons.

« Ces trente dernières années, la dégradation rapide de l'aide financière publique a amené les universités à rechercher énergiquement d'autres sources de revenu », indique le rapport. « Dans un tel processus, l'université canadienne devient de moins en moins un établissement public et de plus en plus un établissement privé. Elle est moins tenue de rendre compte au public et plus redoutable aux intérêts privés. »

« Il est urgent que les gouvernements s'engagent de nouveau à fournir aux universités et aux collèges le financement adéquat, sous la forme de subventions de base, pour contrer ces tendances. Au-delà de ce besoin pressant, toutefois, les administrateurs des universités doivent s'engager à réinvestir dans les fonctions principales des universités et à mieux s'assurer que l'enseignement postsecondaire est accessible et abordable. » ■

Le rapport de l'ACPPU, *Public ou privé? Les finances des universités 2002-2003*, est disponible à www.caut.ca/fr/publications/educationreview/default.asp.

English on page A4.

Tenure Denied: Cases of Sex Discrimination in Academia

From PAGE A7

standards." The appellate court later found in Vassar's favour, even though it judged the college's proffered reason "unpersuasive." No married woman had ever been tenured in the hard sciences in the college's 130-year history. Still, the Supreme Court refused to hear Fisher's appeal from this adverse decision.

The financial risks for plaintiffs are "nightmarish." Legal costs typically run between \$50,000 and \$100,000, most coming out of the plaintiff's own resources, affecting whole families, causing anxiety, guilt and tension. One litigant took out a second mortgage and sold family heirlooms on consignment. The five women in *Zahorick v. Cornell University* raised \$100,000, some of it from bake sales, but Cornell had resources of more than \$2.5 million. The reported settlements are modest, around \$54,000, but many are undisclosed. The time to achieve closure varied from two years to 15 — the average is five.

Then comes the brutal litany of health and emotional costs. Ailments include insomnia, ulcers, panic attacks, violent headaches, overwhelming tiredness and other stress-related symptoms. Some plaintiffs feel "violated, battered and maligned," are labeled troublemakers, and may be shunned as pariahs. They increase their chances of success by working closely with lawyers, but "balancing time spent in litigation with the demands of parenting and work-

ing," is sometimes the most difficult aspect of the case.

The "cumulative biography" of these professors-turned-litigants is permeated by hardship, humiliation, and loss, but also by strength, bravery and altruism. These spirited women, in the end, cherish the "intangible rewards that come from doing what one believes is right." Most see themselves as academic whistle-blowers who "take action to insist on fairness and justice for women and to change the academic culture." Some place themselves on a "continuum of past and future female scholars," feeling a responsibility "to defend the gains secured by their predecessors and promote the prospects for ... their students." They thus contribute to the broader struggle for gender equity in the workplace, even if, in almost every case — including the successful ones — the plaintiff professor has to move and/or make a career change.

Case closed? Not quite. The report ends with recommendations. Read them. If you want to proceed against the odds, you must have "capable and committed counsel, compelling facts, emotional strength and a will of steel." Playing Antigone in academe is a huge, daunting, heroic and, alas, necessary role. ■

1. Tenure Denied, Appendix A, Table 3; CAUT Almanac 2004, Table 4.2.

Wendy Robbins, on sabbatical leave from the University of New Brunswick, is CAUT's 2004 Visiting Scholar.

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NEWS ACTUALITÉS

AAA Cancels Meeting in San Francisco

THE American Anthropological Association announced last month it was cancelling its annual meeting planned for San Francisco Nov. 17-21 to protest the lockout of unionized employees at a group of the city's hotels — including the Hilton, where 5,000 anthropologists had planned to stay.

The hotel lockout, which affected more than 4,000 members of UNITE HERE Local 2, was "unconscionable," AAA president Elizabeth Brumfiel said Nov. 10.

The hotel workers have been without a contract since August. The lockout started Oct. 1 after talks between the union and the hotels broke down Sept. 15.

"Management has locked workers out of their jobs in order to pressure them into accepting terms favorable to the hotels," Brumfiel said. "Anthropologists cannot, in all good conscience, meet in facilities whose owners are using the lockout of low-wage workers as a bargaining tactic."

The hotel lockout ended Nov. 20, but the dispute is far from over. The union continues to encourage city visitors to "seek alternative lodging in San Francisco."

The AAA annual meeting is now scheduled for Dec. 15-19 in Atlanta, Georgia. ■

Report Gives Rx for Clinical Faculty

From PAGE A1

dispute-resolution procedures, including access to independent external arbitration for resolution of matters other than those covered by statutory prescription.

The task force also stresses that "clinical faculty should create effective representative organizations" to assist them in securing and defending their rights within universities, health care institutions and clinical funding plans.

The report was prepared by Philip Welch, a medical geneticist and retired professor of pediatrics at Dalhousie University; Carol Cass, chair of oncology at the University of Alberta and associate director of the Cross Cancer Institute; Gordon Guyatt, professor of clinical epidemiology and biostatistics and medicine at McMaster University; Alan Jackson, a neurologist and professor of medicine at Queen's University and an associate professor in the department of microbiology and immunology; and Derryck Smith, head of child and adolescent psychiatry at UBC and head of psychiatry at the Children's and Women's Health Centre of British Columbia.

The authors plan to visit all Canadian universities with faculties of medicine to talk with clinical faculty members about the issues. They will also be meeting with provincial medical societies and other groups that have an interest in the review. ■

Full text of the report online at www.caut.ca/en/Issues/academicfreedom/default.asp.

Version française à la page A11.

National Student Loan Debt Clock Ticking



\$10 billion & counting — CFS past national chairperson Ian Boyko unveils the national student loan debt clock in Ottawa Nov. 24.

THE Canadian Federation of Students has unveiled a national student loan debt clock to highlight what it says has been an explosion in student loan debt.

"Paul Martin declared a war on debt 10 years ago, but student loan debt has never been higher," said George Soule, CFS national chairperson. "The funding that Prime Minister Martin cut from post-secondary education to pay down the national debt has translated directly into student debt."

According to the federation, total outstanding Canada student loan debt is now more than \$10.7 billion and is increasing faster than \$1.5 million a day. It will surpass \$11 billion next year, more than the provincial debts of Newfoundland and Saskatchewan.

"With the record federal surpluses, the time has never been better for Martin to step up and ensure equality of access to post-secondary education," Soule said. "Canada's students can't afford to wait any longer. The debt clock is ticking."

The debt clock is a digital counter that ticks off \$17 every second. It will be displayed in communities across Canada as part of the federation's campaign for a new national student grant program over the coming year.

The government could fund the program, Soule said, by scrapping the failed Millennium Scholarship Foundation and by investing a fraction of the anticipated surplus in post-secondary education transfers to the provinces. ■

Le chronomètre de l'endettement tourne

LA Fédération canadienne des étudiantes et étudiants a dévoilé le chronomètre numérique de l'endettement étudiant national afin de démontrer ce qu'elle appelle la crise de l'endettement étudiant.

"Paul Martin a déclaré une guerre à l'endettement il y a dix ans, mais l'endettement étudiant n'a jamais été plus élevé", selon George Soule, président national de la Fédération canadienne des étudiantes et étudiants. « Le financement que le premier ministre Martin a soustrait

aux études postsecondaires afin de réduire la dette nationale s'est traduit directement par un endettement étudiant. »

Selon la fédération, le total de l'endettement étudiant canadien non remboursé excède maintenant 10,7 milliards de dollars et augmente à un rythme plus rapide que 1,5 million par jour. Il sera supérieur à 11 milliards de dollars l'an prochain, dépassant l'endettement provincial de Terre-Neuve et de la Saskatchewan.

« Vu les surplus fédéraux records, le temps n'a jamais été plus propice à l'intervention du premier ministre en vue d'assurer l'égalité de l'accès à l'éducation postsecondaire », déclare M. Soule. Les étudiantes et étudiants du Canada ne peuvent se permettre d'attendre plus longtemps, le chronomètre tourne. »

Le montant de la dette au compteur numérique augmente de 17 \$ chaque seconde. Le compteur sera affiché dans diverses collectivités canadiennes dans le cadre de la campagne

que la fédération mènera l'année prochaine pour les bourses d'études nationales.

M. Soule signale que le gouvernement pourrait financer le programme en abandonnant la Fondation canadienne des bourses d'études du millénaire, qui s'est révélée un échec, et en investissant une fraction du surplus du gouvernement fédéral prévu dans les transferts aux provinces pour l'enseignement supérieur. ■

CAUT Launches Health & Safety Training



Nova Scotia College of Art & Design — 17 union members from both the faculty & technical bargaining units at NSCAD attended CAUT's inaugural joint health & safety committee training workshop in November. The training program dealt with JHSC responsibilities, health & safety law, refusing unsafe work, workplace inspections, incident/accident investigation & hazard assessment, Workplace Hazardous Materials Information System (WHMIS) inventory & health & safety activism. For more information on CAUT's JHSC training contact Laura Lozanski (llozanski@caut.ca).



Making the most of leisure time: riverfront sculpture garden just steps from the University.

A word about scholarly leisure

Although a "leisurely scholar" may seem oxymoronic today, there was a time when our forebears enjoyed a much more relaxed pace of contemplation. Freed from the stresses and demands of the wider world, scholars of Plato's and Aristotle's time could explore new worlds of learning and understanding at their ease. These "persons of leisure" – in Greek, *scholē* – gave us our words *scholar* and *school*, along with a variety of other related words.

Modern-day scholars face greater pressures and much busier schedules, which makes their leisure time all the more important. Perhaps that is why so many are attracted to the University of Windsor and to the unique opportunities of our international border community. From contemplating scholarly issues while strolling through Windsor's riverfront sculpture garden (just steps from the University), to enjoying all the cultural, social, sports and entertainment, and nightlife advantages of a major twin-city metropolis, Windsor offers an exceptional variety of diversions and escapes. Our unique geography also supports longer seasons for boating, golfing, and gardening, and other warm-weather pursuits.

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ACTUALITÉS

Le gouvernement devrait financer davantage l'enseignement supérieur

Les Canadiens souhaitent que le gouvernement fédéral fasse davantage pour rendre l'éducation plus abordable, selon un nouveau sondage commandé par l'ACPPU.

« Les gens disent clairement que les frais de scolarité des universités et des collèges sont trop élevés », souligne Loretta Czernis, présidente de l'ACPPU. « Le type d'éducation de qualité exigée dans le monde d'aujourd'hui impose un lourd fardeau financier aux étudiants et à leur famille. »

Deux tiers des personnes interrogées dans le sondage mené par le Centre de recherche Décima considèrent que les frais de scolarité à l'université et au collège ne sont pas abordables. Dans la région de l'Atlantique, 79 % des Canadiens ayant répondu au sondage sont préoccupés par ces coûts élevés.

Un peu plus de la moitié des personnes interrogées estiment que le gouvernement fédéral devrait offrir l'enseignement universitaire ou collégial gratuitement aux étudiants qualifiés qui ne peuvent se le permettre. La majorité croit aussi que le gouvernement devrait garantir une place dans une université ou un collège à tous les étudiants qualifiés, même s'il faut pour cela investir plus d'argent des contribuables.

« Les Canadiens semblent comprendre plus que leurs leaders politiques que l'enseignement postsecondaire est essentiel à leur développement socio-économique », soutient Mme Czernis.

L'appui accordé à la gratuité de l'enseignement pour les étudiants dans le besoin est le plus élevé dans la région atlantique du Canada, où près de 60 % des personnes interrogées sont d'accord avec cette initiative.

Selon Mme Czernis, le sondage montre également que l'enseignement postsecondaire est maintenant une grande priorité politique pour le public.

Lorsqu'on leur demande quelle devrait être la prochaine priorité du gouvernement fédéral après l'accord sur la santé qui vient d'être négocié, 23 % des Canadiens répondent la lutte contre la pauvreté et le chômage, tandis que 22 % considèrent qu'on doit rendre l'enseignement postsecondaire plus abordable. Un nombre moins important de Canadiens optent pour la réduction des impôts (17 %) et le remboursement de la dette (12 %). La protection de l'environnement (8 %), les dépenses militaires (7 %) et le financement d'un programme national de garderies (7 %) ont moins retenu l'attention.

Le sondage constate par ailleurs que près de sept Canadiens sur dix souhaitent que le gouvernement fédéral dépense davantage pour l'enseignement postsecondaire, alors que 50 % des Canadiens considèrent qu'on devrait consacrer ce nouveau financement à la réduction des frais de scolarité.

« De toute évidence, les Canadiens s'attendent à ce que le gouvernement fédéral fasse preuve d'un plus grand leadership pour s'attaquer au coût exorbitant de l'enseignement », conclut Mme Czernis. ■

Le sondage, réalisé par le Centre de recherches Décima Liée pour le compte de l'ACPPU, se fonde sur des entrevues effectuées auprès de 2 000 adultes canadiens entre le 7 et le 18 octobre 2004. Les résultats nationaux sont précis à 2,2 % près, 19 fois sur 20.

English on page A5.

Vers une conciliation travail-famille

Suite de la PAGE A3

Le problème auquel les femmes font face, c'est que les années critiques où elles sont en âge de procréer correspondent à celles où elles doivent se lancer dans leur carrière universitaire. Selon Mary Ann Mason, ce sont les années où « la course à la permanence et la course à la reproduction sont inéluctablement en conflit ».

Certains pourraient soutenir que les femmes universitaires qui n'ont pas d'enfant ont tout simplement choisi de faire passer leur carrière avant la famille. Cependant, les faits tendent à montrer que c'est moins un choix qu'une obligation. Dans son étude, Mme Mason a demandé aux femmes et aux hommes s'ils désiraient avoir plus d'enfants. Elle a constaté que plus du tiers des professeurs voulaient en avoir plus, comparativement à 18 % seulement chez leurs homologues masculins.

De toute évidence, la nature du travail universitaire implique pour les femmes d'énormes sacrifices. Des changements s'imposent pour faire en sorte que les femmes ne soient pas pénalisées pour avoir choisi d'élever une famille. L'Université de la Californie a élaboré

des politiques favorisant la conciliation travail-famille, qu'il vaud la peine d'examiner à la lumière de diverses conditions de travail : un répit accordé aux nouvelles mères dans leur cheminement vers la permanence, une formule de travail à temps partiel et des places garanties à la garderie.

L'ACPPU encourage et soutient activement l'adoption d'un plus grand nombre de politiques favorables à la famille dans nos universités et collèges. En plus de fournir aux associations locales un soutien permanent à ce sujet dans le cadre de ses services de négociation collective, l'ACPPU mène un sondage sur les services de garderie sur les campus et étudie l'incidence des différents cheminements de carrière des femmes sur leurs prestations de retraite.

Nous ne pouvons dépendre des caprices des administrateurs pour prendre l'initiative dans ce domaine. L'ACPPU et ses associations membres doivent élaborer des politiques et des dispositions qui peuvent être intégrées dans nos conventions collectives. Il est temps que nos établissements soient plus soucieux de la famille. ■

NEWS ACTUALITÉS

COUNCIL HIGHLIGHTS

Policy Statements Adopted at Council

Five new policy statements were adopted at last month's CAUT Council meeting.

Employment Status of Graduate Students

The policy statement on the employment status of graduate students seeks to ensure that graduate students who are given primary responsibility for a course will be considered the instructor of record, and, as such, will be treated as contract academic staff and a member of the appropriate bargaining unit. It also cites that graduate student teaching assistantships should not be used to replace more senior and/or better qualified contract academic staff.

Renewal of Tenure-Track Appointments

The policy statement on renewal of tenure-track appointments recognizes that "a tenure-track appointment is an appointment with the expectation that the academic staff member will demonstrate appropriate levels of scholarship, teaching excellence, professional activities and service to be awarded tenure at the end of the appointment," and outlines three principles that should govern the employment and renewal of candidates.

Privacy & Health-Related Information

The policy statement on privacy and health-related information while recognizing the administration of a collective agreement may require verification of an employee's health condition asserts that "measures must be adopted which allow access to appropriate information without violating the rights of individuals to privacy."

AIDS

In the face of continuing misconceptions regarding AIDS and the transmission of HIV, Council revised CAUT's policy statement on Acquired Immunodeficiency Syndrome to reiterate that HIV/AIDS related-intolerance and discrimination has no place in the work or union environment.

Canadian Post-Secondary Educational Initiatives Abroad

The policy statement on Canadian postsecondary educational initiatives abroad asserts that such initiatives should be "based on the principles of cooperation and exchange, and not competition, commerce and trade" and proposes 10 standards for Canadian institutions operating abroad.

Complete texts of the policy statements are available at www.caut.ca/en/policies/general.asp.

LE CONSEIL EN BREF

Nouveaux énoncés de principes

À son assemblée du mois dernier, le Conseil de l'ACPPU a adopté cinq nouveaux énoncés de principes.

États de service des étudiantes et étudiants des deuxième et troisième cycles

L'énoncé de principes sur les états de service des étudiantes et étudiants des deuxième et troisième cycles vise à assurer que l'étudiante ou l'étudiant diplômé qui joue le rôle de responsable principal d'un cours sera considéré comme le chargé de cours inscrit et, à ce titre, sera traité comme un membre du personnel académique contractuel et comme un membre de l'unité de négociation appropriée. L'énoncé déclare également que les postes d'assistants à l'enseignement pour les étudiants diplômés ne doivent pas servir à remplacer des postes réservés au personnel académique contractuel présentant des états de service supérieurs et (ou) une meilleure qualification.

Protection de la vie privée et des renseignements personnels sur la santé

Tout en reconnaissant que les personnes chargées d'administrer les conventions collectives peuvent avoir besoin de vérifier l'état de santé d'un employé, l'énoncé de principes sur la protection de la vie privée et des renseignements personnels sur la santé fait valoir qu'"il est impératif d'adopter des mesures qui autorisent l'accès à l'information appropriée sans violer le droit des particuliers à la protection des renseignements personnels".

Initiatives canadiennes d'éducation postsecondaire à l'étranger

L'énoncé de principes sur les initiatives canadiennes d'éducation postsecondaire à l'étranger déclare que ces initiatives "doivent être fondées sur les principes de la coopération et de l'échange, et non sur la concurrence et le commerce" et propose dix normes applicables aux établissements d'enseignement canadiens exerçant des activités à l'étranger.

SIDA

Face aux idées fausses qui persistent sur le SIDA et la transmission du VIH, le Conseil a révisé l'énoncé de principes de l'ACPPU sur le Syndrome d'immunodéficience acquise afin de réaffirmer qu'aucune forme d'intolérance et de discrimination à l'égard du VIH/SIDA ne doit être exercée dans un environnement de travail ou syndical.

Renouvellement des nominations aux postes menant à la permanence

L'énoncé de principes sur le renouvellement des nominations aux postes menant à la permanence reconnaît qu'une nomination à un poste menant à la permanence est "une nomination d'un membre du personnel universitaire qui fera la preuve qu'il possède le niveau suffisant d'érudition, d'excellence en enseignement, d'activités professionnelles et de service pour que la permanence lui soit accordée à la fin de la période". L'énoncé énumère les trois principes qui devraient régir l'embauche des candidats et le renouvellement des nominations.

CAUT Starts Asbestos Campaign

CAUT announced the launch in November of a national campaign to highlight the hidden dangers students and staff face from exposure to asbestos at institution across the country.

"Asbestos is an extremely hazardous substance that has been completely banned in 31 countries, partially banned in Canada, and is a designated substance under health and safety legislation in all Canadian jurisdictions," said James Turk, executive director of CAUT. "Unfortunately, it is widely present in university and college buildings built before the mid-1970s."

Asbestos was used as a cheap and effective means of fire and sound proofing, and for thermal insulation, as well as in ceiling and floor tiles.

"The situation with asbestos on our campuses is potentially serious because asbestos breaks down over time and can become airborne as a result of construction and renovations," Turk said. "The indestructible fibres impregnate themselves in lung and stomach tissue through inhalation and ingestion and are not removed through normal body functions. The continued presence of the fibres can lead to a number of fatal diseases."

CAUT launched the national asbestos awareness campaign following news that two professors at the University of Manitoba died of mesothelioma, a rare form of cancer of the lining of the lungs caused almost exclusively by exposure to asbestos.

"The purpose of the campaign is to make everyone in our community aware of the dangers and to ensure colleges and universities fulfill their legal obligations to assess the risk and develop a plan to remove asbestos products," Turk said.

CAUT is providing each mem-



In support of the national asbestos awareness campaign, CAUT has prepared a number of educational materials such as the poster shown above. The materials are available free for download at www.caut.ca.

ber association with an extensive kit of materials to assist in dealing with the issue on their campus. CAUT is also providing member associations with expert advice and training for joint health and safety committee members, executive committees and the general membership.

At the national level, CAUT is coordinating its work with the health and safety units of national unions

that also represent staff at colleges and universities. CAUT is asking the federal government, which had actively promoted the use and export of asbestos for many years, to establish a special fund to assist universities and colleges with the substantial costs in removing this hazardous material. ■

Version française à la page A.4.

L'avenir de la médecine clinique en péril

L'INDÉPENDANCE et l'intégrité de l'enseignement de la médecine et de la recherche médicale au Canada sont en péril, car trop de professeurs de clinique ne jouissent pas de la même liberté académique et des mêmes droits en matière d'emploi que leurs homologues hors clinique, prévient le rapport diffusé le mois dernier par un groupe de travail constitué de spécialistes médicaux et formé par l'ACPPU.

Le rapport *À la défense de la médecine : Les professeurs de clinique et la liberté académique* conclut que la liberté des professeurs de clinique de contester les conceptions orthodoxes prédominantes ou de critiquer les décisions prises dans leurs établissements est de plus en plus vulnérable aux pressions de groupes d'intérêt extérieurs, d'administrateurs universitaires et de bailleurs de fonds gouvernementaux.

« Il s'agit d'une période d'importance cruciale pour les professeurs de clinique », soulignent les auteurs du rapport. « L'insuffisance du financement a exercé une pression importante sur les universités et les établissements de soins de santé. Les administrations se sont ajustées en mettant sur pied des structures de gestion de plus en plus hiérarchisées, qui optimisent l'efficacité ponctuelle à court terme mais compromettent la pérennité de la médecine univer-

sitaire. Les pressions en vue de produire un revenu clinique obligent à investir du temps au détriment de l'enseignement et de la recherche. Les incitatifs à la création de produits commercialisables placent à l'avant-plan les considérations d'ordre économique plutôt que les considérations scientifiques et éthiques. Les universités et les établissements de soins de santé affiliés s'affaiblissent à mesure que s'érode le terrain de la liberté de pensée, d'action et d'étude critique, les choses mêmes qui font progresser la quête humaine de connaissance. »

Selon Derryck Smith, directeur de la division de pédopsychiatrie et de psychiatrie de l'adolescent à l'Université de la Colombie-Britannique et coauteur du rapport, des changements s'imposent si l'on veut protéger la santé des Canadiens.

« Il est primordial pour les chercheurs que leurs travaux soient libres de toute entrave. C'est particulièrement important en l'occurrence parce que les résultats ont des conséquences sur la santé des patients et des populations », a déclaré le docteur lors d'une entrevue.

« Le problème pour les professeurs de clinique, c'est qu'ils sont souvent pris au beau milieu de trois systèmes différents : l'université, l'hôpital et l'institut de recherche. Ajoutez-y l'influence de l'industrie pharma-

ceutique et vous obtenez un mélange potentiellement toxique de pressions qui s'exercent sur les professeurs individuels. »

Le groupe de travail soutient qu'il importe de prévoir des mécanismes de protection explicites de la liberté académique des professeurs de clinique dans tous les contrats de travail. De plus, les professeurs de clinique doivent avoir un meilleur accès à des méthodes équitables et indépendantes de résolution des différends, y compris l'accès à un mécanisme d'arbitrage indépendant externe autre que celui prévu par règlement.

Le groupe de travail souligne également que les professeurs de clinique doivent mettre sur pied des organismes représentatifs efficaces, pour les aider à défendre leurs droits au sein des universités, des établissements de soins de santé et des régimes de financement cliniques.

Les auteurs prévoient de visiter les facultés de médecine de toutes les universités canadiennes pour y discuter avec les professeurs de clinique membres des questions abordées dans le rapport. Ils rencontreront également les représentants des sociétés médicales provinciales et d'autres groupes qui s'intéressent à l'étude. ■

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**La section
carrières est
en ligne à
www.caut.ca**

WWW.MAIA.CA

The Department of Animal Science at McGill University is inviting applications for a tenure-track position in the area of Animal behaviour/Animal welfare. The successful candidate should have a PhD in Animal Science or a related discipline, with a strong emphasis on animal behaviour and welfare. The successful candidate is expected to develop a strong, independent and externally funded research program related to the behaviour and welfare of farm animals. Potential areas of research include assessment of management factors that affect behaviour and performance and the evaluation of housing environments in farm animal well-being. Production costs will be minimal, and the

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Applicants should indicate their current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

WWW.MALA.CA

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CAREERS / CARRIÈRES

residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons with visible minority, persons with disabilities, and Aboriginal people.

ANTHROPOLOGY — University of Alberta. The Department of Anthropology seeks a Socio-Cultural Anthropologist whose research interests focus on understanding the cultural and societal dimensions of modern science and/or technology with a strong anthropological perspective. The successful candidate will be expected to teach a large introductory course in the Anthropology of Science, Technology, and the Environment, and/or other courses in his or her area of specialization as well as introductory anthropology. She or he will be expected to contribute to both the undergraduate and graduate programmes in Anthropology and to participate in the interdisciplinary programme in Science, Technology and Society which is housed in the Faculty of Arts. This is a tenure track position at the rank of Assistant Professor commencing on July 1, 2005. PhD required at time of appointment. Seek a colleague whose research interests complement those of other faculty in the Department (such as medical anthropology, linguistic anthropology, anthropology of religion, the Circumpolar north, and past human biology and behaviour), and who will be able to contribute to our continuing development of a new interdisciplinary approach to Anthropology. Deadline for applications is December 10, 2004. Applicants should send a letter describing areas of teaching and research interest, curriculum vitae, and samples of publications and evaluations of teaching performance, if available. A letter of recommendation should be submitted by three referees. All materials should be sent to Dr. Raymond LeBlanc, Acting Chair, Department of Anthropology, 13-15 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications to our confidential fax (780) 492-1142 or by email to gale.mathews@ualberta.ca are acceptable if they are followed by hard copy. Information about the Department can be found at www.ualberta.ca/anthropology/. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

APPLIED MATHEMATICS — University of Waterloo. The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure track faculty position in the area of control theory, to begin on or after July 1, 2005. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). Candidates should show evidence of potential for outstanding research, should have a strong mathematical background and an active interest in applications of their discipline in science or engineering. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science, and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our website at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

APPLIED MATHEMATICS — University of Waterloo. The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure track faculty position in the area of mathematical medicine, to begin on or after July 1, 2005. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the application of mathematical models to accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae including a statement of research interests and teaching philosophy and the names and addresses of at least three referees to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent after this date). Screening of applications will begin on December 15, 2004, and the final deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Sci-

ence, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our website at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

ARABIC & CULTURE — Concordia University. The Faculty of Arts and Science at Concordia University in Montreal, Canada, invites applications for a limited-term appointment ending May 31, 2005, in Modern Standard Arabic and Culture. Applicants must have a PhD or ABD status in Arabic, Middle Eastern or Islamic Studies, or equivalent, as well as proven excellence in teaching and native or near-native proficiency in Modern Standard Arabic and English. The successful candidate will be expected to teach undergraduate courses in introductory and/or intermediate Modern Standard Arabic, and to assist in the administration of our recent introduced Minor and Certificate programs in Modern Arabic Language and Culture. Please send a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference to: Dr. Catherine Vallejo, Chair, Department of Classics, Modern Languages and University of Concordia, Room 5633-13, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8, or by email to vallejo@poli.concordia.ca. Applications should begin upon receipt and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

ART — Queen's University. Gader Chair in Northern Baroque Art, Art History Program, Dept. of Art, Queen's University at Kingston, Canada. Applications are invited for a tenure or tenure-track endowed chair in Northern Baroque Art History, to begin in the 2005-2006 academic year. We seek an outstanding individual with a demonstrated commitment to excellence in research and teaching, and with expertise in northern baroque art history. Applicants will be expected to have an international reputation for scholarship in this area, and significant publications. The successful candidate will also have an outstanding record of teaching at the university level, and will be expected to teach both undergraduate and graduate students as well as to participate in departmental governance. Salary and rank will be commensurate with qualifications and experience, and the appointment could be made at the level of Associate Professor or Full Professor. The Department of Art offers programs in art history (BA, MA, PhD), art conservation (MAG), and fine art (BFA). Library resources in the area of baroque art history are excellent, and faculty and students also benefit from the presence on campus of a large collection of European paintings, collected by Dr. Alfred Gader, and now housed in the permanent collection of the University of Arts and Architecture. Further information may be obtained from our website: <http://osler.queensu.ca/art/>. The successful candidate should send a letter of intent, a curriculum vitae, and a list of publications, and three letters of reference to: Prof. John Osborne, Head, Dept. of Art, Queen's University, Kingston, ON, K7L 3N6 Canada. Review of applications will commence on February 7th, 2005.

ART HISTORY — University of Guelph. The University of Guelph seeks applicants for a tenure track position in the 18th and 19th century Art History at the Assistant Professor level, commencing July 1, 2005. The successful candidate will teach courses at all undergraduate levels, including a component of the introductory survey and lecture courses in the modern period. In addition they must be prepared to work with MFA students and to actively participate in the future development of the art history program. Candidates should hold a completed PhD in Art History, have teaching experience at the postsecondary level, and have a demonstrated ability to conduct and disseminate innovative research. A complete application will include a curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent to: Professor John D. Kiskick, Director, School of Fine Arts and Music, University of Guelph, Ontario, Canada N1G 2W1. The application deadline is January 15, 2005. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program, and has achieved a high level of achievement diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ART HISTORY — Concordia University. The Department of Art History of Concordia University invites applications for a tenure-track position in postcolonial art history. The position, which begins June

2005, may be filled at the Assistant or Assistant Professor level. Given the Department's North American focus, we particularly welcome specialists in the art and culture of North American First Nations. Candidates must hold a completed PhD, have teaching experience at the postsecondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of MA students who are undertaking theses in North American art with a particular emphasis on postcolonial topics in Canadian art. The candidate should be able to read and communicate in both English and French in order to function in the bilingual environment of our doctoral programme, offered in collaboration with three other Quebec universities. The department is situated within the largest Faculty of Fine Arts in Canada. We are committed to a curriculum that actively acknowledges the diversity of our discipline of art history and theory. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier (including course evaluations), and letters of recommendation from at least three people to: Dr. Loren Lemel, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8. The deadline for applications is 17 January 2005. You will be contacted should any applications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ASIAN STUDIES — University of British Columbia. The Department of Asian Studies seeks to appoint an assistant professor (tenure track) in Chinese (Iron-Buddhist) Thought/Philosophy/Religion to begin in January 2006. The successful candidate is expected to have an earned doctorate, an outstanding research agenda, excellent knowledge of those languages required for his/her research and evidence of excellence in scholarship. Applicants should send a letter of application describing their research interests and agenda, a curriculum vitae, and three letters of reference to the Chair, Chinese Thought/Philosophy/Religion Search, Dept. of Asian Studies, Univ. of British Columbia, 403-1871 West Mall, Vancouver, B.C., Canada V6T 1Z2. Letters of application and supporting materials can also be sent electronically

to asia.admin@arts.ubc.ca. The deadline for applications is February 15, 2005. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

ASIAN STUDIES — University of British Columbia. The Department of Asian Studies at the University of British Columbia invites applications for a full-time, tenure-track instructor (I) in modern Chinese, to begin in July 2005. Requirements include: native or near-native competency in modern Mandarin Chinese; fluency in English;

graduate degree (doctorate preferred) in Chinese Linguistics, Applied Linguistics, Foreign Language Education, or Chinese Language & Literature; demonstrated excellence in the teaching of college-level Chinese and the preparation of teaching materials; independently or collaboratively, and full participation in Chinese-language teaching team and program affairs. Applicants should send a letter of application in English, including a brief statement about language teaching, a self-instruction in handwritten Chinese, and updated CV, and should arrange for three letters of recommendation (preferably by language teaching professionals) to be sent to: Chair,

Chinese Instructor Search Committee, Dept. of Asian Studies, Univ. of British Columbia, Asian Centre 403-1871 West Mall, Vancouver, B.C., Canada V6T 1Z2. A 30-minute videotape demonstrating the applicant's teaching styles and sample work will be welcomed. Letters of application can also be sent electronically to asia.admin@arts.ubc.ca. The deadline for applications is January 15, 2005. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.



Simon Fraser University Professorship in Women's Studies

The Department of Women's Studies at Simon Fraser University is seeking a candidate with outstanding women's studies or gender studies background for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. We will consider applicants with extensive experience in academia, the professions, or as an activist.

This is a one year limited term appointment that will begin in September 2005. The area of specialization is open. Responsibilities will include teaching one course per term for two terms, public lectures, and community outreach. The successful candidate may be asked to teach a graduate as well as an undergraduate course. Applicants must have appropriate academic qualifications (a Ph.D. or equivalent). This position would be ideal for someone on sabbatical leave. The stipend for this position will be \$60,000 and the department will also provide a small research stipend and office support.

Candidates should have three letters of reference, application letter and a curriculum vitae sent to the department to: Professor Marjorie Griffin Cohen, Chair, Women's Studies Department, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6; mcohen@sfu.ca; Phone 604-291-5526; Fax: 604-291-5518.

Completed applications must be received by the Women's Studies Department by January 28, 2005. Please send a hard copy of the letter of application and the C.V. Letters of reference may be sent by e-mail or fax (604-291-5518) providing a signed copy of the letter is sent at the same time. E-mail inquiries are welcome and should be sent to: mcohen@sfu.ca.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority.



UNIVERSITY OF ALBERTA EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Dean, Faculty of Education

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Education, with the appointment to be effective July 1, 2005.

The University of Alberta is located in Edmonton, the vibrant, fast-growing capital of the province of Alberta, Canada. The University of Alberta has a clear vision, shared by the Faculty of Education: to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and amongst a handful of the world's best. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 4,500 courses are offered in 17 Faculties at the University of Alberta where more than 36,000 students are enrolled.

The Faculty of Education at the University of Alberta is one of the top three education faculties in Canada, with nine undergraduate degree programs, a wide array of graduate degrees, and strong and varied programs of research. With four teaching departments and one school, the Faculty employs over 120 full time professors, 50 support staff and 90 full and part-time sessional instructors, and educates more than 3,300 undergraduate students and 850 graduate students. The Faculty of Education is internationally respected for its research accomplishments, with current projects comprising work in literacy, early childhood education, deafness education, the study of

disruptive behaviour and violence in schools, and the impact and relationship of learning and technology. Research activities in the Faculty of Education generate more than \$2 million annually. Further information about the Faculty can be found at <http://www.education.ualberta.ca>.

The Dean is responsible to the Provost and Vice-President (Academic) for the supervision and administration of all activities of the Faculty, including the budget. The Dean is a respected and innovative leader, with strong links to the teaching profession, demonstrated excellence in teaching, strong academic qualifications in a field of research that enhances the activities of the Faculty, and experience in fundraising and community relations. The Dean provides a vision for the Faculty that reflects its strong commitment to the discovery and dissemination of knowledge about teaching and learning in a variety of educational communities.

The review of applications will begin in December 2004. Documentation including a letter of introduction, curriculum vitae, and the names of five referees (who will not be contacted without consent of the applicant) should be submitted in confidence to:

Laverne Smith & Associates Inc.
1 Yonge Street, Suite 1801
Toronto, Ontario, M5E 1W7
resumes@lavernesmith.com

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Laverne Smith & Associates Inc.

www.lavernesmith.com

CAREERS CARRIÈRES

■ ATMOSPHERIC MODELLING – University of Waterloo. The University of Waterloo has an immediate tenure track position in Atmospheric Terrestrial Modelling. We seek an outstanding candidate who is capable of building a strong research program in modeling climate-related atmospheric-terrestrial interactions. Preference will be given to research areas that complement existing atmospheric, and environmental hydrology and geospatial programs in the Faculty of Science. Appointment is at the Assistant Professor level but outstanding candidates will also be considered at the Associate Professor level. In the event that suitable candidates are not secured, sabbaticals and individuals with Masters level education and significant work experience will be considered for limited term appointments. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This position is subject to the availability of funds. Applications should be directed to Dr. Sharif Shafiq, Chair Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (email: khalbrechtsberg@uwaterloo.ca).

B

■ BIOCHEMISTRY – University of New Brunswick (Fredericton). The Department of Biology of the University of New Brunswick seeks applicants for a tenure track position in Biochemistry. The successful candidate will be expected to develop a strong research program examining biochemical processes in any biological system. Since this position is central to the Doctoral Chemistry degree program, the candidate will be expected to teach a core biochemistry

course and to develop other courses in support of this program. A PhD is required and post-doctoral experience is strongly preferred. Information about the Biology Department can be obtained at www.unb.ca/faculty/science/biology. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should be sent to the Department of Biology, University of New Brunswick, Mail Bag Service #46111, Fredericton, N.B., Canada, E3B 6X1. Applications may also be submitted electronically to biodoc@unb.ca.

■ BIOLOGY – Wilfrid Laurier University. The Department of Biology invites applications for two tenure track positions at the level of Assistant Professor, to start July 1, 2005, subject to budgetary approval. One position is in plant biology, with an emphasis in terrestrial plant systematics and biodiversity. The other position is in invertebrate biology, with an emphasis on plant and organism biology. Each appointee will be expected to teach introductory courses (at the 200 level) and to develop advanced courses (at the 300 and 400 level) in his or her area of expertise. Candidates should have a PhD in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Postdoctoral experience is desirable. The Department focuses its undergraduate programs on organism-centred integration of the concepts of form, function, and evolution. More information about the Department may be found at www.wlu.ca/science/biology. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to: Jane E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, ON N2L 3G5. Email: jane.rutherford@wlu.ca; fax: 519-746-0577. Deadline for applications: February 15, 2005. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ BIOLOGY – Algoma University. The Department of Biology at Algoma University College invites applications for a tenure-track or term appointment at the level of Assistant Professor, commencing 01 July 2005. The position requires a PhD, a demonstrated commitment to research and teaching, and will be given to candidates with experience in ecological physiology and/or plant physiology; however, candidates with broad expertise in molecular and cellular biology and/or in the field of general biology will also be considered. The candidate will have a record of excel-

lence in undergraduate teaching, a desire to include undergraduates in research endeavours and a commitment to assisting in the development of new courses. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation, professional references, to: Dr. Arthur Pettini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2S4, or dean@auc.ca by December 31, 2004 or the position will be filled. The university's web site (www.auc.ca) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma U is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

■ BIOSTATISTICS – University of Waterloo. Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems that the research in this position occur in clinical and population health research. There will be contact and collaboration with health researchers in hospitals and other health research organizations, as well as the pharmaceutical industry. The fellow's areas of research include the analysis of recurrent events, multi-state models, and design for studies of chronic disease processes. Faculty in the department with expertise in biostatistics include: K.S. Brown, R. Cook, G. Fan, J.F. Lawless, O.E. Matthews, R. Thompson, P.X. Song, C.A. Struthers, H. Thomas, and G.Y. Yu. All qualified candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in the development of statistical methodology, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is February 28, 2005, but the position may be filled earlier than that date. Interested persons are encouraged to send their curriculum vitae, three letters of reference sent to: Professor J.F. Lawless, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. All qualified candidates are encouraged to apply; however,

Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ BUSINESS – McMaster University. The Michael G. DeGroote School of Business invites applications for a tenure track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2005. In addition to research and teaching, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered. If their research has a truly international Business orientation, the candidate should hold or be close to completing a PhD, and have demonstrated high quality teaching and research experience. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting materials to: Dr. R. K. Bates, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. E-mail: bates@mcmaster.ca; fax: (905) 526-9652. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal people, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ BUSINESS – University of New Brunswick Saint John. The Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions for the 2005/2006 academic year in the following areas: Accounting, Management, Strategic Management, Entrepreneurship, Marketing, Business Decision Analysis, Management Science, Production and Operations, Electronic Commerce, and MIS. The UNB Saint John Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading efforts in E-Business and E-Commerce. First in Canada in E-Commerce degrees at the undergraduate and MBA levels, the Faculty was recently recognized as #1 in E-Business by Canadian Business Magazine's Ranking of Canadian MBA programs. The Faculty also hosts one of the first Electronic Commerce Research Centres (ECRC) in North America, which is co-located with the National Research Council of Canada's IF-Headspace research unit. The successful candidate will hold a doctorate or be in the final stages of completing the dissertation. Strong research and teaching skills are required. Evident of ability to teach across disciplines and a commitment to communi-

ty and institutional service will be seen as assets. Salary and rank is commensurate with qualifications and experience. All positions are subject to budgetary approval. Please send a letter of application, CV/resume, evidence of teaching philosophy and three letters of reference to: Dr. Shelley M. Smith, Dean, Faculty of Business, UNB Saint John, PO Box 5050, Saint John, NB Canada E2L 4L5; e-mail to: mcmaster@unbsj.ca. The closing date for applications is November 15, 2004 however applications will be accepted until the positions are filled. In the event that suitable tenure track applicants are not secured, sabbaticals and individuals with Masters level education and significant work experience will be considered for limited term appointments. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ BUSINESS – University of Victoria. The Faculty of Business is seeking to fill a tenure track position at the Assistant/Associate Professor level in the area of Services Management. Applicants should hold or have nearly completed a PhD dissertation in a business discipline with a focus in services management and an interest in cross disciplinary teaching and research. The candidate should have a proven record of accomplishment or demonstrated potential in research and teaching. We seek an individual who is eager to engage in teaching within our team-taught, integrated and highly innovative Services Management Concentration, at both the undergraduate and MBA level. The successful applicant will join a faculty that is distinct in research and teaching. We seek a candidate who is located on a picturesque island on the west coast of Canada next to Seattle and Vancouver. For example, Our Research Activity – In a recent study (April 2000) that reviewed publications in the top 32 business journals for the years 1995–2000, the Faculty placed first in Canada in output per faculty member. The "International Experience" – For its uniquely international business education, the Faculty has received both the Scottsboro Award for Excellence in Internationalization from the Association of Universities and Colleges of Canada (AUCC) and the Award for Outstanding International Programming from the Canadian Bureau of International Education (CBIE) for creating this experience. This international focus is created not only through material used in the classroom or through the international demographics of our students but also through extensive exchange programs and overseas co-op work opportunities for students and research that is global in its focus and reach. Areas of Specialization: Services Management, International Business, Hospitality and Entrepreneurship. These specializations underpin the need for this appointment. We are currently seeking. These specializations have, in many ways, enabled the faculty to create its strong brand name. The service management specialization won the 2003 J.W. McConnell Foundation Award for Innovation in Teaching. The entrepreneurship specialization also recently won two awards: the Academy of Management Innovation in Pedagogy Award and the US Association of Small Business and Entrepreneurship Model Undergraduate Program Award. The awards for our international business focus are noted above. Overall, the University of Victoria is widely recognized for its innovative and research programs and its interdisciplinary and international initiatives. More than 18,000 undergraduate and graduate students from around the world enjoy a beautiful campus



Saint Mary's University

Halifax, Nova Scotia, Canada

Tier I Canada Research Chair International Development Studies

The Position: The Faculty of Arts at Saint Mary's University invites applications or nominations for its Tier I Canada Research Chair in International Development Studies. This position is part of the University's research strategy to expand and strengthen its longstanding focus on international development, and to build capacity specifically in issues related to development in Latin America. Within this context, the specific area of research is open, but we are particularly interested in a candidate whose research addresses community economic development, and/or cultural and political issues affecting development policy in Latin American and Caribbean countries.

The Successful Candidate: The Government of Canada funds the Canada Research Chairs programme to promote world-class research in Canadian universities. According to the guidelines for Tier I Chairs, the successful candidate will have an established international reputation of innovation and leadership in international development combined with Latin American studies. The candidate will also have a demonstrated capacity to cultivate a community of researchers, including graduate students and scholars with interdisciplinary interests, and to engage broader communities in the research program. Subject to review and approval of the Canada Research Chairs Committee in Ottawa, the appointment to Saint Mary's University will be made at the full professor rank.

Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. Playing a key role in these strategic priority areas of activity, International Development Studies (IDS) is an interdisciplinary program offering undergraduate degrees as well as MA degrees and a Graduate Diploma. Within the Faculty of Arts, the IDS graduate programme has the highest number of enrollments. The faculty members associated with IDS are involved in a diverse range of well-funded projects and their research is widely published.

Applicants are asked to submit a curriculum vitae, an example of recently published work, and a proposal outlining the research programme to be undertaken should they be selected for the Canada Research Chair. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Applicants are responsible for ensuring that their files are complete. The review of applications will begin on February 7, 2005 and will continue until the position is filled.

Dr. Henry Veltmeyer, Acting Coordinator
International Development Studies
Saint Mary's University
Halifax, Nova Scotia, B3H 3C3

This advertisement is directed in the first instance to Canadian citizens or landed immigrants. Saint Mary's University is committed to the principles of employment equity by gender and ethnic affiliation.

www.smu.ca

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Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca



Dean, Faculty of Engineering

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Engineering. The University of Alberta is located in Edmonton, the vibrant, fast-growing capital of the province of Alberta. Canada. The University of Alberta has a clear vision, shared by the Faculty of Engineering, to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and amongst a handful of the world's best. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service. In excess of 4,500 courses are offered in 17 Faculties at the University of Alberta where more than 36,000 students are enrolled.

The Faculty of Engineering at the University of Alberta offers internationally respected and fully accredited undergraduate engineering degree programs and associated graduate programs. Through a co-op program integrating work experience and study, the Faculty connects its students with more than 400 corporations in Alberta, across Canada, and around the world. The Faculty of Engineering carries out nationally and internationally recognized engineering research, and an international leader in nanotechnology and interfacial engineering, information and communications technologies, and energy and natural resources engineering.

The Faculty of Engineering currently has over 165 faculty, 120 support staff, 3200 undergraduate and 1050 graduate students placing the Faculty in the top 5% by size of over 400 engineering schools in North America, with additional growth planned in all areas. The Faculty hosts fifteen Canada Research Chairs, nine Natural Sciences and Engineering Research Council of Canada (NSERC) Chairs, and three NSERC Steacie Fellows.

During the 2003-2004 fiscal year, the Faculty of Engineering raised \$73 million in external support for its research and infrastructure activities. The Faculty's commitment to infrastructure expansion

has been evident in the addition of five major facilities in the past four years. By 2005, the Faculty will have acquired over one million square feet of new teaching and research space at a cost of approximately \$200 million. Further information about the Faculty can be found at <http://www.engineering.ualberta.ca/>.

The Dean is academic leader and the chief executive officer of the Faculty of Engineering and is responsible to the Provost and Vice-President (Academic) for all activities of the Faculty. The Dean provides innovative, visionary leadership to the Faculty and possesses wide-ranging expertise and skills, including, proven leadership and administrative abilities, a demonstrated record of achievement in teaching, strong academic qualifications in a field of research that enhances the activities of the Faculty, extensive professional links, and substantial experience in fund raising and external relations. Candidates must be eligible for registration with the Association of Professional Engineers, Geologists, and Geophysicists of Alberta (APEGGA).

The appointment will take effect on July 1, 2005 or as soon as possible thereafter.

Written nominations or applications, accompanied in the letter case by a resume of qualifications and experience, and the names of three referees should be submitted in confidence to:

Dr. Carl Amrhein
Provost and Vice-President (Academic)
2-10 University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9
Email: provost@ualberta.ca

The Committee welcomes applications at any time and expects to begin considering candidates in December 2004 and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

CAREERS CAREERS

that offers outstanding social, cultural, artistic, environmental and athletic opportunities. We hope you will consider joining our growing University and Faculty. Please send a letter of application with curriculum vitae, appropriate evidence of teaching and research skills, and three references to: Dr. Al Gamilchian, Dean, Faculty of Business, University of Victoria, PO Box 1800, STN CSC, Victoria, B.C. V8W 2Y2. Telephone: (250) 721-6068, Fax: (250) 721-6613, email: osmalidamilchian@uvic.ca, website: www.business.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who contribute to the further diversification of the university. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian and permanent residents will be given priority. Consideration of applications will begin on Monday, January 3, 2005 but applications will be accepted until the position is filled.

BUSINESS ADMINISTRATION – University of Waterloo
The Department of Business Administration at the University of Waterloo invites applications for a tenure-track or term appointment at the Assistant Professor level, commencing July 1, 2005. The position requires the ability to teach in two or more of the following areas: Advanced and Intermediate Financial Accounting, Managerial Accounting, Corporate Finance, Human Resources, Marketing, Business (IT) or International Business, and General Management. Preference will be given to candidates with PhD (or near completion), professional designations and whose teaching, research and course development interests span across two or more of the above areas. Demonstrated high quality undergraduate teaching experience is highly valued. Interested candidates should forward a letter of application, a curriculum vitae, salary expectations, a statement of their teaching philosophy, three letters of recommendation from professional referees, to: Dr. Arthur Perini, Academic Dean, Algonquin University, 1520 Queen Street East, Suite 202, St. Catharines, Ontario, L2R 9K9, or perini@algonquin.ca, by December 31, 2004. If the position is filled, the university web site (www.algonquin.ca) offers a good introduction to Algonquin University College, situated in Saint Catharines, Ontario, at the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply, however, Canadian and permanent residents will be given priority. Algonquin is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

BUSINESS ADMINISTRATION – University of Fraser Valley
The Department of Business Administration at the University of Fraser Valley invites applications for an ongoing teaching position to teach Business Strategy and Management, commencing August 1, 2005, subject to funding. The successful candidate

will teach upper and lower level courses in UCFV's Bachelor of Business Administration (BBA) programs and lower level courses in Business and Management. Preference will be given to candidates who have experience teaching upper level Strategic Management courses. Please see our website, www.ucfv.ca, for details, including qualifications, of this position.

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CANADIAN STUDIES – Trent University
Trent University's First Centre for Canadian Studies and Native Studies invites applications for a two year post doctoral fellowship in Canadian Studies, commencing Sept. 2005. Candidates should have a recently completed PhD thesis (or be defending by August 2005) and scholarly expertise in disciplinary and/or interdisciplinary research relating to the study of Canada, or comparative studies encompassing Canada with research interests relating to labour studies, Canadian political economy, social theory and working class history as the focus. The position will be supervised by the Trent University Canada Research Chair in Canadian Studies, Professor Bryan Palmer. Candidates will be expected to engage in academic life at the First Centre and will teach one upper year seminar in Canadian Studies or a related discipline. Annual compensation is \$40,000. Candidates are also eligible to apply for internal research funds available from the First Centre. Please provide evidence of citizenship, a graduate transcript, two letters of reference and a one page description of your post doctoral project. Applications should be sent by mail or fax to: Prof. Joan Sangster, Director, First Centre for Canadian Studies and Native Studies, Trent College, Trent University, Peterborough K9H 7P4, Phone: 748-1011 Ext. 1749, Fax: 705 748-1801. Deadline for applications is Feb. 1, 2005. Trent University is an employer of choice and encourages applications from women, aboriginal persons, members of visible minorities, and persons with disabilities. Please visit our website (<http://www.trentu.ca/firstcentre/>) for more information about the First Centre and Trent University. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority.

CHEMICAL ENGINEERING – University of Waterloo
The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applicants are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical reactor design. The applicant is encouraged to participate in other research activities in the department relating to clean fuels, hydrogen production, catalytic distillation, nanomaterials and energy efficient reaction engineering with expertise in a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering.

The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T. Duerksen, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, CANADA, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

CHEMISTRY – University of Waterloo
The Department of Chemistry at UCFV invites applications from suitably qualified candidates to develop and teach lower and upper level courses in biochemistry, commencing August 2005. As part of their workload, the successful candidate will also be expected to teach chemistry at either the first or second year level. Candidates should have a PhD in biochemistry or a related field, and should be willing to develop and maintain a modest research program. The Department of Chemistry is currently offering a B.Sc. in Chemistry, is committed to teaching excellence and small class sizes, and wishes to complement its current offerings with some additional courses in biochemistry. Please see our website (www.ucfv.ca) for details of this position.

CIVIL & ENVIRONMENTAL ENGINEERING – University of Windsor
The University of Windsor invites applications for a Canada Research Chair Tier II, tenure-track position in the Department of Civil & Environmental Engineering in the area of Environmental Hydraulics at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.usd.ca/facultypositions. Contact Dr. R. Balachandrar, Prof. Peng, Head, Civil and Environmental Engineering, Department of Civil Engineering, 3250 Chrysler Hall Tower, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: 519-253-3000 Ext. 2550, Fax: 519-253-1420, Email: apeng@uwindsor.ca. For information visit the University of Windsor web site at: www.uwindsor.ca. Contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwindsor.ca.

CIVIL & ENVIRONMENTAL ENGINEERING – Carleton University
The Department of Civil and Environmental Engineering invites applications for nomination for a Tier II Canada Research Chair (CRC) position commencing in 2005. This is a tenure-track position at the Assistant or Associate Professor level and is subject to budgetary approval. The Canada Research Chair Program was established by the Government of Canada to foster world-class university research (http://chairs.gc.ca). The candidate must have a PhD in environmental engineering and/or a related civil engineering field with a proven research record in Risk Management related to one or more aspects of Environmental and Civil Engineering applications and practices. This may include research related to groundwater remediation, or public health risk management associated with water quality, water resources, or water quality, water quality management, or brownfield sites. The successful candidate will be expected to propose and build a strong plan of research that will complement the environmental and geo-environmental engineering research areas in the department as well as establish collaborative research links with other members of the Department. In addition the Chair will also participate actively in teaching, research and community service at the graduate and undergraduate levels in Civil and Environmental Engineering. Membership or eligibility for membership in a Canadian professional engineering association is required. The Department offers bachelor, master's and doctoral degrees in both civil engineering and environmental engineering. Faculty within the department are actively conducting research in a number of themes that directly influence the quality of human life and the health of our environment. These themes include infrastructure engineering, transportation safety engineering, environmental engineering, geotechnical engineering, earthquake engineering and fire safety engineering. The Department has an intensive research enterprise including an NSERC Chair in Fire Safety Engineering and a Canada Research Chair in Risk Analysis and Management of Risk Associated with Civil Engineering Applications and Practices. The successful candidate will have access to world-class environmental and civil engineering laboratories for conducting experimental research, and powerful computing clusters for numerical modelling. The environmental engineering program includes elements of air pollution, waste management, water and wastewater treatment, hydrology, and the fate of subsurface contaminants, and environmental impact assessment. Faculty members teaching in the Department have a wide range of backgrounds including civil, environmental, and water resources engineering. Further information on the Department is available on the web site <http://www.cpe.carleton.ca>. Applications with a curriculum vitae including education, research, teaching experience and interest, and the names of at least three referees should be sent to: Professor Abd El Halim, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario,

Canada, K1S 5B6. Applications will be accepted until January 31, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The Applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. **CIVIL ENGINEERING – University of Waterloo**
The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is January 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial

experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three referees. Mail to: Professor L. R. Neftci, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

CIVIL ENGINEERING – University of Waterloo
The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and

DALHOUSIE UNIVERSITY Assistant Professor Department of Community Health & Epidemiology

The Department of Community Health and Epidemiology, Faculty of Medicine, Dalhousie University, is seeking a full-time tenure track Assistant Professor Appointment, with expertise in population health, health services and/or chronic disease research methods. Candidates should possess strong quantitative skills and demonstrate a clear understanding of theoretical and conceptual issues underlying methods of epidemiological inquiry. As a member of a growing and dynamic interdisciplinary team, the successful candidate will have the opportunity to work in a research intensive environment that has a strong community focus and policy development orientation.

The successful candidate should have a PhD and demonstrated promise as a researcher in population health, epidemiology, health services research or health policy with significant knowledge in applications to the analysis of large data sets would be an advantage. This individual will participate in departmental graduate teaching and undergraduate medical tutoring is required.

The review of applications will commence on November 22, 2004 and continue until the position is filled. A letter of application including current curriculum vitae, an outline of research, teaching, interests and experience and three letters of reference should be sent to:

Dr. Stephen Kiscely, Professor and Head
Department of Community Health & Epidemiology
Dalhousie University
5790 University Avenue, Room 420
Halifax, N.S. B3H 1V7

Dalhousie University is an Employment Equity Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.



Assistant Professor in Chinese Language

The Department of Germanic, Slavic and East Asian Studies invites applications for a tenure-track assistant professorial position in Chinese, beginning July 1, 2005. This position is being created as part of the major commitment to second language learning in the province of Alberta. The successful candidate will have a PhD and native or near-native command of Chinese. The desired qualifications include expertise in the fields of second language acquisition, applied linguistics, second language pedagogy or other related fields. Knowledge of a second East Asian language will be considered a major asset.

Consideration of applications will begin on January 1, 2005, and continue until the position is filled.

Applications should include a cover letter, updated curriculum vitae, example of scholarly publication (no more than 25 pages), information concerning teaching effectiveness, and transcripts relating to the candidate's graduate studies. Applicants should also arrange for three confidential letters of reference or their placement dossier to be forwarded. All materials should be addressed to: Dr. X. Jie (Jie) Yang, Head, Department of Germanic, Slavic and East Asian Studies, at the address below. Fax: (403) 284-3810. Email: xyang@ucalgary.ca

Assistant or Associate Professor in Formal Semantics

The Department of Linguistics at the University of Calgary seeks applications for a tenure-track appointment in Formal Semantics at the level of assistant or associate professor. The successful applicant must have a record of excellence in research and evidence of effective teaching. He or she should be prepared to teach courses at both the undergraduate and graduate level, and to supervise graduate students in Semantics.

University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4 Canada

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

Qualifications: A PhD in Linguistics, with a specialization in Formal Semantics and a strong record of publications. This position begins July 1, 2005 subject to budgetary approval. For more information about our Department and the University of Calgary, please visit our website (www.fp.ucalgary.ca/Ling).

Applications, including a statement of interest, curriculum vitae and recent publications, should be sent to the search committee by January 15, 2005. The applicant should also arrange for three letters of reference to be sent directly to the committee by this date to: Attention: Search Committee – Semantics, Department of Linguistics, at the address below. Fax: (403) 282-3880 Email: john.archibald@ucalgary.ca

Assistant or Associate Professor in Psycholinguistics

The Department of Linguistics and the Department of Psychology at the University of Calgary seek applications for a joint tenure-track appointment in Psycholinguistics at the level of assistant or associate professor. The successful applicant must have a demonstrated ability to maintain a high quality, independent research program, and be able to teach introductory courses in Linguistics and/or Psychology as well as senior undergraduate and graduate courses in his or her area of specialization. Qualifications: A PhD in Linguistics or Psychology. The start date for this position is July 1, 2005. For more information about our Departments and the University of Calgary, please visit our websites (www.fp.ucalgary.ca/Ling and www.psych.ucalgary.ca).

Applications, including a statement of interest, curriculum vitae, and recent publications, should be sent to the joint search committee by December 15, 2004. The applicant should also arrange to have three letters of reference forwarded directly to the committee by this date to: Prof. John Archibald, Department of Linguistics, or Prof. Penny Pexman, Department of Psychology, at the address below. Fax: (403) 282-3880 Email: john.archibald@ucalgary.ca



Department of Civil Engineering University of Toronto Assistant Professor Transportation Engineering

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the rank of Assistant Professor in the area of transportation engineering and urban development. The appointment to this position will be made 1 July 2005, or as soon as possible thereafter. The successful candidate will be expected to make a significant research contribution within a research cluster which currently emphasizes urban transportation systems analysis, public transport planning, transportation-land use interactions and sustainable transportation.

Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research excellence in the university environment. The successful candidate will be expected to conduct innovative research, supervise graduate students, and teach postgraduate and undergraduate courses in his/her field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience.

Applicants should send by February 1, 2005 a detailed resume, a statement concerning research, teaching and professional interests, and a list of at least four referees to: Professor R. Paul Young, Chair of the Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB 107, Toronto, Ontario, M5S 1A4; www.civil.engineering.utoronto.ca

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complete the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is January 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and

graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses and telephone and fax numbers of at least three references. Mail to Professor Leo Rothberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CLASSICS** — University of Guelph. The University of Guelph invites applications for a tenure-track appointment in Classics at the rank of Assistant Professor, to begin July 1, 2005. Applicants should hold a PhD (at the latest by the start of the appointment). In addition to teaching Greek and Latin courses both the language and the literature to senior level, the appointee will have expertise in Greek and/or Roman intellectual or social history in one (or more) areas such as: Science among the Greeks, Greek and Roman Medicine, the Family in Greece and Rome, Women in Antiquity. The successful applicant will participate in interdisciplinary collaboration by Classics with Art History, History and Philosophy both in related undergraduate teaching and in graduate supervision. The review of applications will begin December 15, 2004 and continue until the position is filled.

filled. Applicants should send a current curriculum vitae with email address, graduate transcripts, statement of research and teaching interests together with samples of research and teaching evaluations (if available), and should arrange to have three letters of reference sent to: Dr. Stephen Nutting, Acting Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, Canada N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **COMMERCIAL & ADMINISTRATION** — Concordia University. The John Molson School of Business at Concordia University is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 2005. Positions may be available in the following areas: Accounting, Decision Sciences (Statistics, Production/Operations Management, Management Information Systems, Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law) and Marketing. Applicants will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term appointments. Qualifications should be as follows: Applications for visiting appointments should have a graduate degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants are invited to apply for one or more of the following positions: Applications for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. K. Geyara (Acct), Dr. O. Kira (DSMS), Dr. R. Switzer (Fin), Dr. K. Alghed (Mgt), Dr. K. Buiyuk (Mkt). Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6, Canada. Positions are available until filled. Applications should be sent as soon as possible but no later than March 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **COMMUNICATION STUDIES** — University of Windsor. The University of Windsor is seeking applications for three tenure-track positions in the Department of Communication Studies in the areas of Communication Technology, Communication Policy, Political Economy, Communication History and Media Production/Alternative Media at the rank of Assistant or Associate Professor commencing July 1, 2005. For detailed position descriptions, visit our website at www.windsor.ca/facultypositions. Contact Dr. Jim Winebuck, Head, Department of Communication Studies, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext. 2896, Fax: 519.971.3642, Email: jhw@windsor.ca. For information on the programs at Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or janice@windsor.ca.

■ **COMMUNICATIONS, POPULAR CULTURE & FILM** — Brock University. The Department of Communications, Popular Culture and Film at Brock University invites applications for a probationary (tenure-track) appointment in Film Studies at the rank of Assistant Professor, effective July 1, 2005. The position is subject to final budgetary approval. A thriving interdisciplinary unit with more than 700 majors, the department offers undergraduate degrees in Communications Studies, Film Studies and Popular Culture (for more information see our website: <http://www.brocku.ca/cpcpf>). The Department is also the major participant in the University's interdisciplinary MA Program in Popular Culture. A PhD in a discipline relevant to Film Studies is required, together with evidence of successful teaching experience and research potential. Applicants should be prepared to teach a broad range of film studies courses at all levels. Additional expertise in popular culture and television studies will be an asset. The successful candidate will be expected to develop a strong interdisciplinary program of research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in the affairs of the Department. It is also expected that the successful candidate will teach and supervise theses in the MA program. Applicants will be accepted until position is filled, but the hiring process will start on 15 December 2004. A letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, and selected reprints and pre-prints of published work and research, plus three letters of reference to be sent to: Prof. Jeanette Sionowski, Appointments Committee Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

■ **COMPUTER SCIENCE** — Simon Fraser University. The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for continuing Lecturer/Senior Lecturer positions. To be located at the university's new campus in Surrey, B.C. In Computing Science or a related area is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a wide variety of undergraduate courses. Duties will include a normal teaching load of six courses over a three semester period. There will be the opportunity to participate in course, curriculum, and program development, which may result in a reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at www.sfu.ca/policies/academic/a12-01.htm. Simon Fraser University is consistently one of the top ranked universities in Canada. The School of Computing Science currently has approximately 200 PhD and MSc students, 700 undergraduate majors, and 54 faculty members, across two campuses. As part of the "Doubling the Opportunities" program of the provincial government, both the number of students and the number of faculty are significantly increased. The main Simon Fraser University campus is situated on Burnaby Mountain in Greater Vancouver, while the newer Surrey campus is situated 25 minutes away in Central City, an award-winning architectural complex south of the Fraser River. Vancouver thrives at a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are the opportunity to participate in the life of factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to

employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is to start as of September 1, 2005, although an earlier start date is possible. Applications will be accepted until the position is filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2005. All applications will be accepted until the position is filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2005. All applications will be accepted until the position is filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2005. All applications will be accepted until the position is filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2005.

■ **COMPUTER SCIENCE** — Simon Fraser University. The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for multiple tenure-track positions at the Assistant Professor level. Outstanding candidates at more senior levels may also be considered. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in the areas of multimedia, computer graphics and visualization, computer-human interaction, databases, and biomimetics. However, the eventual innovation and advancement in any area of computer science is considered as important as any specific area. Simon Fraser University is consistently one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 PhD and MSc students, 700 undergraduate majors, and 54 faculty members, across two campuses. As part of the "Doubling the Opportunities" program of the provincial government, both the number of students and the number of faculty are significantly increased. The main Simon Fraser University campus is situated on Burnaby Mountain in Greater Vancouver, while the newer Surrey campus is situated 25 minutes away in Central City, an award-winning architectural complex south of the Fraser River. Vancouver thrives at a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are the opportunity to participate in the life of factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to

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CANADA RESEARCH CHAIR (TIER I) IN CLIMATE CHANGE MODELLING

Memorial University of Newfoundland invites applications for a Canada Research Chair (Tier I) in Climate Change Modelling

The ideal candidate will be a distinguished scholar with an established record of research in numerical modelling of climate dynamics. The chair holder will work to enhance Memorial University as an international centre of excellence in climate research. The chair should stimulate the integration of marine, terrestrial and atmospheric science at Memorial. While the focus of the chair should be global climate dynamics, it is understood that there are many different approaches to climate change. The focus of the chair could be on either oceanic or atmospheric dynamics taking advantage of our location in the North-West Atlantic. The chair will provide stimulating research opportunities and training for graduate students.

The Canada Research Chair will be located in the Department of Physics and Physical Oceanography, but the chair will be expected to engage in and act as a catalyst for strong interdisciplinary research, both within the Faculty and in collaboration with researchers in other academic units. Physical oceanography in the Department of Physics and Physical Oceanography covers field and laboratory studies, instrumentation development and numerical modeling. Climate change research at Memorial presently includes field, laboratory and some numerical modelling. Interest in climate change research is growing in the faculties of Science (e.g. Computational Science and Environmental Science) and Arts (e.g. Archaeology and Social Sciences). The chair should build on Memorial's track record of collaborative research as demonstrated by our active participation in national and international science programs such as SOLAS, CASES, ArcticNet and GLOBEC and computational initiatives such as ACENET (see www.phys.mun.ca).

Applicants should submit a curriculum vitae, a statement of research interests and plans, and the names of three referees to:

Dr John Whitehead, Head
Department of Physics and Physical Oceanography
Memorial University of Newfoundland
St John's, Newfoundland, Canada A1B 3X7
Telephone: (709) 737-8738
Fax: (709) 737-8837
Email: johnw@physics.mun.ca

Consideration of applications will begin 15 February 2005, and continue until the position is filled.

A Tier I Chair should be an established researcher who is internationally recognised as a leader in his or her field. Details on the CRC program can be found at www.chairs.gc.ca. For further information about the Canadian Research Chair program at Memorial University, please visit our web site at www.mun.ca/research/chairs.php.

Memorial University is the largest university in Atlantic Canada (www.mun.ca). As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Memorial University is part of a vigorous, local community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Simon Fraser University
Dean of Continuing Studies

Simon Fraser University invites applications and nominations for appointment as Dean of Continuing Studies for a term of five years commencing September 2005.

Continuing Studies at SFU has a major presence on three university campuses in Greater Vancouver, British Columbia, offering credit courses, non-credit courses, and outreach activities. Continuing Studies is organized into three program administration centres: the Centre for Online and Distance Education, which has a large credit program; the Centre for Integrated and Credit Studies, offering certificate, diploma and degree completion programs for part-time students; and the Centre for Community and Professional Programs, which offers a wide range of professional, liberal arts and community non-credit programs. Continuing Studies at SFU is widely recognized for its commitment to lifelong learning through outstanding and innovative education programs, and for expertise in the area of international programs and development projects.

The Dean should be an experienced and dynamic leader with outstanding communication skills. The successful candidate will have a distinguished record in the field of adult, continuing, distance and online education. The Dean will exhibit a commitment to improving access to further education through community outreach activities and will be expected to have expertise in entrepreneurial approaches to program development. The successful candidate will demonstrate the ability to form successful partnerships within a diverse cultural and socio-economic environment. The Dean will be expected to guide Continuing Studies to a position of prominence, nationally and internationally.

Letters of application, or nominations, accompanied by a curriculum vitae, should be sent to Dr. John Waterhouse, Vice-President, Academic and Provost, Simon Fraser University, at vpacad@sfu.ca. Applications will be considered beginning in the latter part of January 2005.

Simon Fraser University is a public university committed to employment equity, welcoming diversity in the workplace and encouraging applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and Permanent Residents will be given priority.



ASSISTANT PROFESSOR IN AUTONOMOUS OR BEHAVIORAL ROBOTICS, MODELING & SIMULATION

The Department of Computer Science at Memorial University of Newfoundland is embarking on a multi-year expansion and renewal program. The department currently has 16 tenure track faculty members and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see www.cs.mun.ca.

Applications are invited for a tenure-track position, starting no later than September 1, 2005. Appointment is normally made at the level of Assistant Professor. A Ph.D. in Computer Science or related field is required at the time of appointment.

The department is looking to increase both its coverage of traditional computer science areas and its linkage with other units of the university, and to strengthen its participation in Memorial's Computational Science program, especially with regard to Biology, Physics, Earth Sciences, Engineering, and Medicine. Interdisciplinary work and the potential of collaboration with current department members will be an asset. Areas of particular interest include: Autonomous or Behavioral Robotics, Modeling and Simulation, and modern aspects of Artificial Intelligence/Machine Learning. All applicants are expected to possess a strong research record with outstanding promise for future research, and to demonstrate the potential for excellent undergraduate and graduate teaching.

Review of applications will begin January 14, 2005, and continue until a suitable candidate has been identified. Applicants should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experiences and philosophy, and a maximum of three selected (preprints of) publications. The application should be accompanied by a list, including phone number and email address, of at least three referees of international standing willing to provide letters of recommendation. All material should be sent under reference number 2004-02-ABR to:

Dr. Wolfgang Banzhaf, Head
Department of Computer Science
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X5
Email: chairs@cs.mun.ca

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

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CAREERS CARRIÈRES

employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2005. All positions are subject to budgetary approval. For additional information see www.cs.uwaterloo.ca. To apply, send a curriculum vitae, evidence of research productivity, and the names and addresses of three references to: Faculty Search, School of Computer Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6 email: faculvsearch@cs.sfu.ca.

■ **COMPUTER SCIENCE** — University of Waterloo. The School of Computer Science, University of Waterloo, invites applications for a definite term appointment at the rank of Associate Professor. A candidate must possess a graduate degree in Computer Science, Computer Engineering or equivalent, and must demonstrate an aptitude for teaching broadly in Computer Science. Duties will focus on the coordination, development, and teaching of upper year courses in support of the major programs of the Faculty of Mathematics, including business-oriented programs such as the Mathematics/Business Administration program. Candidates are referred to www.math.uwaterloo.ca for current details of these programs. The preferred starting dates for this appointment are January 3, 2005 or May 1, 2005. Applications will be considered until the position is filled. These positions will normally have a teaching load of six one-term courses per year and some administrative and scholarly duties as determined by the Director of the School. Waterloo pioneered the co-operative education system in Canada, and now has the largest co-operative education program in the world. The School of Computer Science is well known for its high quality undergraduate programs. For more information, please see our web page at <http://www.cs.uwaterloo.ca>. Interested candidates are invited to submit a detailed curriculum vitae, as well as the email addresses of three references, who are able to comment on the applicant's teaching ability. Teaching experience is also welcome. The application should be directed to: Chair, Lectures in Hiring Committee, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **COMPUTER SCIENCE** — University of Waterloo. The University of Waterloo invites applications for several full-time tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of human-computer interaction, bioinformatics, scientific computing, and data

ware security. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Software Inc., MapInfo Inc. and Open Text Corp. For further information on the School of Computer Science, please see our web page at <http://www.cs.uwaterloo.ca>. Applications should be sent by electronic mail to: cs-chair@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. An application should include a curriculum vitae, statements of teaching and research, and the names and addresses of at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are received, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE** — University of Lethbridge. The Department of Mathematics and Computer Science at the University of Lethbridge is seeking an Assistant Professor (tenure-track) to begin July 1, 2005, subject to budgetary approval. Applications for more senior positions are also welcome. The Department has a particular interest in hiring outstanding candidates in areas related to information retrieval and human-computer interaction to work on a project in the area of near completion is required. A PhD or a near completion is required. A successful candidate will be expected to develop a continuing research program, to seek external funding, and to teach at the undergraduate level. Opportunities exist for the supervision of graduate students. New Faculty are eligible for funding in support of

research and scholarly activities. The department has undergone a major expansion. It runs a well-equipped UNIX network, including undergraduate SUN workstation and PC and Mac labs. Through University membership in the Western program, a Foundation for Innovation initiative covering Western Canada, researchers also have access to a diverse range of equipment from supercomputers to visualization equipment. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. The University of Lethbridge aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. For more information about the University please visit our web site at www.uleth.ca or the department's home page at www.cs.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, transcripts, publication reprints or preprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field, should be sent to: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2200 ext. 3400; email: chairs@cs.uleth.ca. To expedite the handling of applications, please ask those named as referees to direct supporting letters to the same address. Consideration for the position will commence on March 1, 2005, and will continue until the position is filled.

■ **CRIMINOLOGY** — University College of the Fraser Valley. The Department of Criminology and Criminal Justice at UCFV invites applications for a full-time, permanent appointment, commencing July 1, 2005, subject to funding. Areas of specialization are open, but expertise in quantitative and qualitative research methodology, deviance and criminological theory, diversity, and social justice are especially welcome. The successful candidate will hold a PhD or equivalent, have professional experience in the criminal justice system, and will show promise of excellence in research and publication in the fields of criminology, criminal justice or public safety. He or she must assume a key role in the implementation of the new MA in Criminal Justice program and demonstrate a strong commitment to undergraduate teaching within a context that merges theory and practice. Please see our website, www.ucfv.ca for details on this position.

■ **CRIMINOLOGY** — Ryerson University. Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally oriented curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning with the largest university-based continuing education school in Canada. The School of Criminal Justice invites applications for a tenure-stream position at the Assistant Professor level, commencing August 1, 2005. The successful candidate offers a part-time, degree commencing in September, 2005. The successful candidate will have a PhD or its equivalent, with a focus on criminology or criminal justice. We are seeking candidates who are able to teach a range of courses in our undergraduate programs, with expertise in one or more of the following: Canadian criminal law, the Charter of Rights and Freedoms, and qualitative and

quantitative research methods. The successful candidate will have a substantial background of full-responsibility teaching experience, a demonstrated capacity for research, and a capacity for collegial service. Application letters must include the following: a cover letter, indicating specific areas of interest in both teaching and research; a current curriculum vitae, identifying courses taught for which the applicant has home full-time teaching experience; documentation of letters of reference. Send to: Dr. Marco Moschetti, Program Coordinator, School of Criminal Justice, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Deadline for applications is Monday, January 31, 2005. Applications will not be accepted by fax or email. For further information about the School of Criminal Justice, consult our web page at www.cjrc.ryerson.ca/crm. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of design-

nated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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■ **DESIGN** — Humber Institute of Technology & Advanced Learning. Located in Toronto, Canada, Humber Institute of Technology & Advanced Learning has openings for a Professor in the Bachelor of Applied Technology (Industrial Design) degree program, and a Professor in the Interior Design Program. The successful candidates will have a Master's Degree or PhD in a related field and a minimum of five years progressive North American Industrial Design/Vitec or Design experience. This is a rare opportunity in a growing faculty in one of North America's leading design schools. Automotive designers are encouraged to ensure about the Industrial Design position. Please visit www.humber.ca/careers to view these postings, and for contact information.

A number one-ranked Canadian undergraduate university, **St. Francis Xavier University** is located in Antigonish, Nova Scotia, a community noted for the quality of its cultural and recreational facilities, the friendliness of its people, and the natural beauty of its coastal landscape. The university offers a comprehensive array of undergraduate programs. As part of its mission of excellence in teaching, the university seeks faculty involvement in research, reflective inquiry and creative work as essential. SFX is committed to providing strong support for the encouragement of these priorities.

Dean, Faculty of Science

St. Francis Xavier University, Canada's leading primarily undergraduate university is seeking a Dean, Faculty of Science, with appointment expected July 1, 2005. Located in picturesque Antigonish, Nova Scotia, SFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts and Science, Schools of Education, Business and Information Systems, and Nursing, as well as the Coady International Institute. There are over 4000 students from across Canada and around the world and 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program, and has added a state-of-the-art physical sciences building, new apartment-style residence accommodations, and a recreational complex to its already exceptional facilities. For more information please visit www.SFX.ca.

The Faculty of Science offers Bachelor of Science degrees in the departments of Biology, Chemistry, Earth Sciences, Human Kinetics, Human Nutrition, Mathematics Statistics and Computer Science, and Physics, as well as in the School of Nursing and in an interdisciplinary program in Aquatic Resources. SFX also offers a Diploma in Engineering and a Master of Science.

SFX has a strong commitment to research in the sciences and has consistently been a leader amongst Canada's primarily undergraduate universities both in total NSERC funding and proportion of grant-holding faculty as well as receiving significant funding through the CFI and AIF programs. SFX prides itself on what it does best: teaching the undergraduate student and engaging them in cutting edge research, but it is also nurturing a growing MSc program.

The position of Dean of Science requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interface with students, faculty, and senior administrators; someone who will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and also pursue new opportunities. A keen awareness of the diverse nature of both basic and applied sciences is essential. The successful individual will also show initiative in recruiting and retaining faculty and students. The normal term of appointment is six years and is renewable.

St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest December 10, 2004.

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
P.O. Box 5000, Antigonish, N.S. B2G 2W5

Tenure-track Position

Science Education

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed. in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education seeks applications for a tenure track position in the area of science education. The successful candidate should normally possess a doctorate degree in science education and demonstrate an active research programme. Knowledge of the integration of technology into the teaching of science is a definite asset. Preference will also be given to candidates who have K-12 teaching experience. The successful candidate will be expected to teach graduate and B.Ed. courses pertaining to elementary or secondary science. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on January 10, 2005; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal peoples, visible minorities and persons with disabilities.

All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

Discover the difference.



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www.msvu.ca

St. Francis Xavier University
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WWW.STFX.CA

CAREERS CARRIÈRES

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■ EARTH SCIENCES – University of Western Ontario. The Department of Earth Sciences invites applications for up to two permanent (tenure-track) positions at the rank of Assistant Professor commencing July 1, 2005. For an exceptional candidate, appointment at the rank of Associate Professor may be considered. Candidates with an excellent research background in stable isotope science will be given preferential consideration. The Department of Earth Sciences is a renowned Canadian center for research in geology and geophysics, and is home to the well-equipped Laboratory for Stable Isotope Science (www.uwo.ca/earth/LSIS). The successful candidate will be expected to establish an externally funded research program of interdisciplinary scope

and impact, with linkages to biological, ecological or atmospheric sciences being especially valued. The ability to collaborate effectively in the planned growth of stable isotope science at Western is essential. The successful candidate will be expected to teach at both the undergraduate and graduate levels, including contributions to geochemistry, environmental science, and liberal arts and science education. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments, and a 5 page research proposal with appropriate budget to: Dr. F.J. Longstaffe, Search Committee Chair, Department of Earth Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 (longstaffe@uwo.ca). The closing date for applications is January 10, 2005. The positions are subject to budgetary approval. Applicants should have fluent written and oral

communication skills in English. All qualified candidates are encouraged to apply, however Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities.

■ EARTH SCIENCES – Carleton University. Applications are invited for a temporary two-year term position in Sedimentology at the rank of Assistant Professor or Instructor in the Department of Earth Sciences at Carleton University, commencing July 1, 2005. Applicants for this position must possess a PhD at the time of appointment and must be committed to effective teaching and the undergraduate and graduate levels. The teaching load will be based on the rank of the successful candidate. Assistant Professors are required to teach three term

courses, while the teaching assignment of an instructor is five term courses per academic year. Undergraduate courses to be taught include Applied Sedimentology (third year), Introduction to Field Techniques (third year), and Carbonate Sedimentology (third year) and/or Coastal Geology (fourth year). Graduate courses to be taught, if any, will also be soft-rock related. The successful candidate will have opportunities for research in the Department of Earth Sciences. The Department has a number of analytical facilities that will be available to the successful candidate including a X-ray diffractometer, scanning electron microscope, fluid inclusion/fluorescence microscopy, fluid inclusion microscopy, and Electron Beam Instrumentation such as Electron Microprobe and Scanning Electron Microscope (SEM). The Basin Analysis laboratory contains two major digital databases of well logs and other related data. The Department also houses a Radiocarbon Geochemistry and Geochronology Laboratory, as well as the headquarters for POLARIS (Portable Observations for Lithospheric Analysis and Research Investigating Seismicity). Applicants should send a curriculum vitae and a statement of their teaching and research interests, and should arrange for letters from three referees to be sent to: Prof. Claude Schröder-Adams, Chair, Department of Earth Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. Tel: (613) 520-2600 ext. 1852; Fax: (613) 520-2559; Email: csadams@carleton.ca. The deadline for applications is January 15, 2005. This position is subject to final budgetary approval. Applications will continue to be accepted until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men including visible minorities, aboriginal people and persons with disabilities. Persons from these groups are encouraged to apply.

■ ECONOMICS – University College of the Fraser Valley. The Department of Economics at UCFV invites applications for an ongoing faculty position within a growing department, commencing August 2005 (or soon thereafter, subject to funding). Potential candidates should have a completed

for nearly completed PhD and be able to demonstrate proficiency and strong commitment to teaching a full range of curriculum at the undergraduate level, and to collegiality within the Department. Though teaching is primary, the successful candidate must also show a commitment to research and scholarly activity. Please see our website, www.ucfv.ca for details of this position.

■ ECONOMICS – University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill one or more tenure track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone in the following fields: econometrics, resource economics, industrial organization, and the economics of technology. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller class sizes, and an emphasis on student development in faculty research provides the very best education available. For more information about the University, please visit our website at www.uwaterloo.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interests and qualifications in all areas of teaching and research, a curriculum vitae, most recent transcript (Assistant Professor), course outlines and teaching evaluations, and a cover letter to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is January 15, 2005. **■ ECONOMICS** – University of Lethbridge. The Department of Economics is seeking candidates to apply for one vacant position at the level of Assistant Professor. The

position is tenure-track and commences on a July 1, 2005, subject to budgetary approval. A PhD in Economics is required or near completion. The successful candidate will be expected to teach in one or more of the following areas, although all fields will be considered: industrial organization, resource economics, environmental economics and natural resource economics. The University aspires to hire individuals who are committed to excellent teaching potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. New faculty members are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has achieved an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller class sizes, and an emphasis on student development in faculty research provides the very best education available. For more information about the University, please visit our website at www.uwaterloo.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interests and qualifications in all areas of teaching and research, a curriculum vitae, most recent transcript (Assistant Professor), course outlines and teaching evaluations, and a cover letter to: Dr. James A. Brox, Chair, Department of Economics, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tel: (403) 382-2519; Email: robert@uleth.ca. The closing date for applications is January 30, 2005.

■ EDUCATION – University of New Brunswick. The University of New Brunswick, Faculty of Education, Fredericton, is seeking applications for a one-year term appointment in second language education. The appointment will be at the Assistant Professor level and will have an effective date of July 1, 2005. The successful candidate will be located within the Second Language Education Centre, which is recognized nationally and internationally for its innovative programs and research. Teaching responsibilities will include ESL and ESL methodology courses at the undergraduate level. The candidate must have a strong record of effective teaching as well as a completed, or nearly completed, PhD. In addition, the successful candidate will be an active researcher and have a record of strong connections to the professional field, including teaching experience in the school system or equivalent environment, and experience with supervising student teachers. Knowledge of French is essential in language teaching, such as intensive core French would be an asset as would experience with, and interest in, program planning. Salary will be commensurate with qualifications and experience. Applicants should direct inquiries and applications, including curriculum vitae, a portfolio of research interests, a teaching portfolio and the names of three referees with contact information to: Dr. Ken Swell (mailto:ken.swell@unb.ca), Tel: 506-453-4862, Dean of Education, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3. Applications for this position will be accepted until February 15, 2005. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principles of employment equity.

■ EDUCATION – University of British Columbia. The Department of Educational and Counselling Psychology, and Special Education at the University of British Columbia invites applications for a one-year or tenure track appointment in the area of socio-cultural perspectives on learning or development. Desirable areas of scholarly focus are culture, learning, teaching, constructivist perspectives of learning, and situated learning. Desirable secondary areas of scholarship might include learning and diversity, qualitative research methodology, and/or aboriginal perspectives on learning. The appointment will be effective July 1, 2005 or as soon as it is filled, and is subject to final budgetary approval. Applicants for this position will have a doctoral degree in Educational Psychology or related field from a major research university; evidence of research and scholarly achievement including successful grant getting; and appropriate experience and commitment to excellence in teaching. They will be expected to pursue an active program of research, seek research grant funding, supervise masters and doctoral students, and teach at both undergraduate and graduate levels. The Department offers programs leading to the PhD, MA, MEd as well as several postgraduate certificate programs and contributes to the Faculty of Education teacher education programs. There are five program areas in the Department: Learning, Counselling Psychology, Human Learning and Development, School Psychology, Special Education, and Measurement, Evaluation and Research Methodology. About 400 graduate students, including 95 PhD students are enrolled in the Department. The Department has strong ties to the schools, community, and governmental agencies, and an outstanding record of both student and faculty research funding. The greater Vancouver area is culturally diverse and Vancouver has been identified as one of the most desirable cities in which to live. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. However, priority will be given to Canadian citizens and permanent residents. Salary and rank commensurate with the candidate's background



ASSISTANT PROFESSOR IN RESERVOIR MODELING & SIMULATION

The Department of Computer Science at Memorial University of Newfoundland is embarking on a multi-year expansion and renewal program. The department currently has 16 tenure track faculty members and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see www.cs.mun.ca.

Applications are invited for a tenure-track position, starting no later than September 1, 2005. Appointment is normally made at the level of Assistant Professor. A Ph.D. in Computer Science or related field, and PDF or equivalent experience are required at the time of appointment.

The department is looking to increase its linkage with other units of the university and to strengthen its participation in Memorial's Computational Science program, especially with regard to Earth Sciences. Interdisciplinary work and the potential of collaboration with current department members will be an asset. An area of particular interest is Reservoir Modeling and Simulation, in connection with modern methods in Artificial Intelligence/Machine Learning. Applicants are expected to possess a strong research record with outstanding promise for future research, and to demonstrate the potential for excellent undergraduate and graduate teaching.

Review of applications will begin January 14, 2005, and continue until a suitable candidate has been identified. Applicants should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experiences and philosophy, and a maximum of three selected (preprints of) publications. The application should be accompanied by a list, including phone number and email address, of at least three referees of international standing willing to provide letters of recommendation. All material should be sent under reference number 2004-01-RMS to:

Dr. Wolfgang Banzhaf, Head
Department of Computer Science
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X5
Email: chair@cs.mun.ca

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



The Gerald Schwartz School of Business and Information Systems at StFX is pulling together the best of two worlds. By integrating faculty expertise and technological resources from the Departments of Business Administration and Information Systems, The Schwartz School is developing specialized programs in management and technology, innovative partnerships with industry, expanded outreach possibilities and enhanced international opportunities for students and faculty. You have the opportunity to guide the further development and enhancement of programs and partnerships as...

DIRECTOR, THE GERALD SCHWARTZ SCHOOL OF BUSINESS & INFORMATION SYSTEMS

St. Francis Xavier University is a historic national institution with approximately 4200 students, and a focus on teaching, innovation, and research. With the recent success of its most ambitious and successful capital campaign, StFX has set the stage to strengthen its national and international presence. You will ensure The Schwartz School, with approximately 800 students, does the same. As a respected academic leader with a reputation for building strong relationships, achieving ambitious goals and helping others succeed, you will work with senior colleagues and others to expand, develop and promote a progressive academic program aimed at attracting the highest quality students and faculty while forging new external partnerships in Nova Scotia and beyond. You will also play a key role in the multi-million dollar renovation project for the state-of-the-art new home of The Schwartz School. Your efforts will assist the school's faculty in their objective of producing graduates who are fully prepared for leadership roles in the global, knowledge-based economy.

Here's your chance to make a significant and lasting contribution as part of this top-ranked Canadian undergraduate university. Please indicate your interest in Project 7823 through the Opportunities section of www.caldwell.ca, by email to halifax@caldwell.ca or in writing to 5657 Spring Garden Road, Suite 500, Park Lane Box 247, Halifax, Nova Scotia, B3J 3R4.

Visit www.stfx.ca to learn more about the university.

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DALHOUSIE UNIVERSITY

Director of Studies Faculty of Law

Dalhousie Law School is seeking applications for the position of Director of Studies. This position is a renewable three-year term position. The responsibilities of the Director of Studies are primarily administrative in nature, but the Director normally carries a half teaching load and is appointed as a member of the faculty at the rank of Lecturer or Assistant Professor. Academic performance will be an important factor in assessing candidates. A suitable candidate will hold an LL.B. degree. A graduate degree in law or a related discipline is preferred.

The Director of Studies works with the Associate Dean (Academic) in ensuring the proper functioning of the Law School exam grading and grade reporting system and in applying the School's academic regulations. She/he oversees the School's course scheduling and selection process, and deals directly with students on a day-to-day basis, ensuring that they receive full information and effective counseling on course selection and other academic matters. The Director of Studies acts as Secretary to Faculty Council, the Academic Committee, and the Studies Committee of the Law School and is a voting member of Faculty Council and of these two Committees.

Applications should include a curriculum vitae, university transcripts, and three letters of reference: academic references are preferred, and at least one is required.

The closing date for applications is January 12, 2005. Applications should be forwarded to:

Dean Dawn Russell, Dalhousie Law School
6061 University Avenue, Halifax, Nova Scotia B3H 4H9
Tel: (902) 494-2114 Fax: (902) 494-2102

OR applications may be made by e-mail, addressed to: Heather.MacLeod@Dal.ca.

In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons, and women. If you are a member of one of the designated groups noted above and your wish in self-identification, please include a completed self-identification questionnaire with your application. The questionnaire can be returned from Heather.MacLeod@Dal.ca.



WILFRID LAURIER UNIVERSITY Positions in the Faculty of Arts

The Faculty of Arts at Wilfrid Laurier University invites applications for one and two-year limited term appointments in the following areas: Anthropology, Archaeology & Classical Studies, Canadian Studies, Cultural Studies, Communication Studies, English & Film Studies, Geography & Environmental Studies, Global Studies, History, Languages & Literatures, Medieval Studies, Philosophy, Political Science, Religion and Culture, Sociology, and Women's Studies commencing July 1, 2005, subject to budgetary approval.

For a detailed position description, visit our website at <http://www.wlu.ca/academic/postings/>.

CAREERS CARRIÈRES

and experience. Applicants should send a cover letter, curriculum vitae, statement of research interests, an example of recent published work, and the names of three references together with their addresses, phone numbers, and email addresses, on or before January 4, 2005. Applications should be directed to: Sandra Mathison, Professor & Head, Educational and Counselling Psychology, and Special Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada V6T 1Z4; sandra.mathison@ubc.ca.

■ **EDUCATION – University of British Columbia.** The Department of Educational and Counselling Psychology, and Special Education at the University of British Columbia invites applications for a one-year visiting faculty appointment in learning disabilities. Knowledge about early intervention, learning disabilities and ESL, reading disabilities, learning disabilities and giftedness, assessment, strategy instruction, brain related research, and/or self-regulation is desirable. Experience teaching students with learning disabilities in regular or special education settings is highly desirable. The appointment will become effective July 1, 2005 or as soon as it is filled, and is subject to final budgetary approval. Applicants for this position will have a doctoral degree (or be in the final stages of completion in special education or a related field) from a major Canadian university; evidence of research and scholarly achievement; and appropriate experience and commitment to excellence in teaching. They will be expected to pursue an active program of research and teach at both undergraduate and graduate levels. The Department offers programs leading to the PhD, MEd as well as several post-baccalaureate diploma programs and contributes to the Faculty of Education teacher education programs. There are five program areas in the Department including: Counseling Psychology, Human Learning and Development, School Psychology, Special Education, and Measurement, Evaluation and Research Methodology. About 400 graduate students, including 350 Ph.D. students, are enrolled in the Department. The Department has strong ties to the schools, community, and government. Qualified persons are encouraged to apply, however, priority will be given to Canadian citizens and permanent residents. Salary and rank commensurate with the candidate's background and experience. Applicants should send a cover letter, current vitae, statement of research interests, an example of recently published work, and the names of three references together with their addresses, phone numbers and email addresses. The closing date for applications is January 4, 2005. Applications should be directed to: Sandra Mathison, Professor & Head, Educational and Counselling Psychology, and Special Education Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada V6T 1Z4; sandra.mathison@ubc.ca.

■ **EDUCATION – University of British Columbia.** The Department of Language and Literacy Education at the University of British Columbia invites applications for a tenure track academic appointment at the Assistant Professor level or higher in Teaching English as a Second Language. The appointment will become effective July 1, 2005 or as soon as it is filled, and is subject to final budgetary approval. Applicants for this position will have a doctoral degree (or be in the final stages of its completion), will have begun a program of research and publications, and have broad experience teaching English at the elementary, secondary or adult levels. Successful candidates will have a PhD in applied linguistics, second language education, or closely related field, and will have a strong track record of research and publications. They will be required to teach undergraduate and graduate courses in TESL, supervise graduate students, and pursue a program of scholarly research and publication. A broad background in research and the ability to advise graduate students in a range of research methodologies will be an asset. The department particularly welcomes applicants from people with expertise in several of the following areas: Asia-Pacific EFL education; language as social or sociocultural practice; technology in language education; research in multilingual, multicultural communities; and discourse analysis. Proficiency in an additional language, preferably a language of the Asia-Pacific region, and knowledge of linguistics and pedagogical or functional grammar are highly desirable. The Department offers programs leading to the PhD, MA and MEd degrees, as well as several post-baccalaureate diplomas. Programs and courses within the Department include: English/ Language Arts/Reading Education, Teaching English as a Second Language, Modern Languages Education and Teacher Education. About 200 graduate students, including 40 PhD students, are enrolled in the department. In addition, the Department has large responsibilities in the local teacher education program. Faculty members have research interests in a variety of areas. The greater Vancouver area is a culturally diverse area and the Department has good working relationships and research initiatives with schools, communities, ministries, and colleges. Vancouver has been identified as one of the most desirable cities in which to live. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents of Canada will be given priority. The closing date for applications is January 4, 2005. Applications should include a current curriculum vitae, names of three referees together with their addresses, phone numbers and email addresses, a statement of research interests, and an example of recently published work. Applications should be directed to: Lee Gunderson, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada V6T 1Z4. Telephone: (604) 822-5235. Fax: (604) 822-3154; E-mail: lee.gunderson@ubc.ca.

regime, and nanosystems integration. A demonstrated record of significant research and innovation is required for this position. In addition to salary, the proposed position comes with substantial funding for infrastructure and ongoing research. Candidates will have a doctorate degree in electrical engineering, or a related discipline and will have outstanding communication and presentation skills. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses. Written applications, accompanied by a resume of qualifications and experience, and the names of three referees should be submitted to: Dr. Horacio Marquez, Chair, Dept. Electrical and Computer Engineering, University of Alberta, Edmonton, Canada T6G 2G4, or by electronic mail to marquez@ualberta.ca. The Selection Committee welcomes applications at any time and expects to begin considering candidates on December 1, 2004, and will continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ELECTRICAL & COMPUTER ENGINEERING – University of Alberta.** The Department of Electrical and Computer Engineering is expanding its research activities in nanotechnology and is recruiting a senior faculty member for the Alberta Ingenuity Scholar in Nanofabrication. This program has preliminary approval from Alberta Ingenuity (www.alberta-ingenuity.ca), the intent of leading to creation of the Alberta Ingenuity Centre for Nanofabrication. The Ingenuity Scholar is a chair-level position for an established and internationally recognized researcher, eligible for appointment as a Canada Research Chair (www.chairs.gc.ca). The University of Alberta has extensive capability in nanotechnology research, with state-of-the-art facilities and established excellence in nanotechnology and microelectrical engineering, and information and communications technologies. It is home to the new \$120 million NRC National Centre of Nanotechnology Initiative, and the Dept. of Electrical and Computer Engineering houses the 6000 sq. ft. Microfabrication and Nanofabrication Facility (www.nano@ualberta.ca) in the recently constructed Electrical and Computer Engineering Research Facility. Successful candidates will have a recognized excellence in nanofabrication. Areas of interest include, but are not limited to: bridging the gap between nanoelectronics interface, fabrication in the sub-100 nm

regime, and nanosystems integration. A demonstrated record of significant research and innovation is required for this position. In addition to salary, the proposed position comes with substantial funding for infrastructure and ongoing research. Candidates will have a doctorate degree in electrical engineering, or a related discipline and will have outstanding communication and presentation skills. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses. Written applications, accompanied by a resume of qualifications and experience, and the names of three referees should be submitted to: Dr. Horacio Marquez, Chair, Dept. Electrical and Computer Engineering, University of Alberta, Edmonton, Canada T6G 2G4, or by electronic mail to marquez@ualberta.ca. The Selection Committee welcomes applications at any time and expects to begin considering candidates on December 1, 2004, and will continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ment currently has 50 faculty members. Research activities include biomedical engineering, electronic devices and materials, intelligent systems, microelectronics and computer systems, nanotechnology, photonics and plasmas, power engineering, software analysis and design, systems and control, and telecommunications and signal processing. Presently, the Department has over 300 graduate students and offers programs leading to PhD, MSc and MEng degrees. At the undergraduate level, the Department offers BSc degrees in electrical engineering, computer engineering, which includes an option in software engineering, and engineering physics. Undergraduate enrollment stands at over 800 students. Research and teaching needs are served by two new buildings with a total area of 31,000 square meters. There is a unique world-class micro-nano fabrication facility located in the same building, and the National Nanotechnology Institute is being built nearby. Undergraduate and graduate laboratories are generously equipped with state-of-the-art equipment and computing facilities. Various funding opportunities are available. Federal funding is available through the Natural Sciences and Engineering Research Council of Canada (NSERC), and the Canadian Foundation for Innovation (CFI) is aimed at supporting research infrastructure. The province of Alberta also recently established the Alberta Ingenuity Initiative to support research activities in the province. Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names

of at least three referees to: Dr. H. J. Marquez, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada T6G 2G4; E-mail: marquez@ualberta.ca. The application review process will begin December 1, 2004 and will continue until the positions have been filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

of at least three referees to: Dr. H. J. Marquez, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada T6G 2G4; E-mail: marquez@ualberta.ca. The application review process will begin December 1, 2004 and will continue until the positions have been filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF WATERLOO

POSITIONS IN INFORMATION SECURITY & ASSURANCE DEPARTMENT OF COMBINATORICS & OPTIMIZATION, SCHOOL OF COMPUTER SCIENCE DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING

Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants for junior positions early in their careers should have demonstrated potential for quality research and teaching. For senior positions, exceptional applicants with leadership, vision, and strong records of research accomplishments are sought.

The University of Waterloo is recognized internationally as a premier research-intensive institution with research strengths across a broad spectrum of areas in computer science, computer engineering, and mathematics. There are outstanding research groups in software engineering (Software Engineering Research Group), wireless communications (Centre for Wireless Communications), cryptography (Centre for Applied Cryptographic Research), and quantum computing (Institute for Quantum Computing). Given the multi-disciplinary nature of information security, this wide range of expertise provides a rich research environment.

It is anticipated that one appointment will be made in each of these three academic units: the School of Computer Science, the Department of Combinatorics and Optimization, and the Department of Electrical and Computer Engineering. (For information about these three academic units, please visit <http://www.uwaterloo.ca>.) Applicants should have earned a doctoral degree in a discipline closely related to these academic units, and must have a strong commitment to research and teaching. Salaries will be competitive, and will be based on the successful applicant's accomplishments, experience and qualifications.

The University of Waterloo is located in the attractive community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The Penner Institute for Theoretical Physics, the Centre for International Governance Innovation, and Wilfrid Laurier University are also located in Kitchener-Waterloo. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks.

Applications should be sent by electronic mail to info-security@cs.uwaterloo.ca or by post to: Information Security Faculty Search Coordinator
c/o Dr. George Labahn, School of Computer Science, University of Waterloo
200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1.

An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



BUILDING A TALENT TRUST

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Allan D. Foulis Chair in Engineering

The Ivan Curry School of Engineering at Acadia University invites applications from individuals or organizations for the inaugural Allan D. Foulis chair in Engineering. The chair, fully funded by a substantial endowment, is intended to be a primarily research oriented position that will focus on Environmental Engineering in keeping with Acadia's growing area of interest and expertise in the environmental sciences. Initial appointment at the rank of up to full Professor with remuneration and stipend comparable to a Tier I Canada Research Chair is possible for the right individual. This position is intended to be filled by July 1, 2005. The successful applicant will be expected to pursue a vigorous research program of both local and national significance. Preference will be given to individuals with strengths that complement, but not necessarily overlap, existing areas of interest at Acadia. The university has identified the environment as a strategic area of interest in its research plan, and has just completed construction of a new and comprehensively equipped center for environmental research. The Foulis Chair holder will be joined by three CRC chairs already working at Acadia in environmental areas, and may be invited to join the newly created Arthur Irving Academy for the Environment. More information concerning environmental research at Acadia can be found by visiting the university's web page at <http://www.acadiau.ca>.

Although this is primarily to be a research position, the successful candidate will be expected to teach at least one undergraduate course in the school of Engineering (in an area suited to the chair holders interests) and function as a regular faculty member in that unit. He or she must therefore be eligible for registration as a Professional Engineer in the Province of Nova Scotia. Interested candidates should forward a letter of application, a curriculum vitae and contact information for three referees to Dr. Andrew Mitchell, Chair of the Selection Committee, The Ivan Curry School of Engineering, Acadia University, Wolfville, Nova Scotia, Canada, B4P 2R6. You may also e-mail us at engineering@acadiau.ca. Review of applications will commence immediately and continue until the position is filled. Acadia University incorporates computer technology into the learning process and faculty members have the opportunity to explore the use of information technology in teaching when they find it enhances the learning environment. The University is committed to supporting these endeavours. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term.



UNIVERSITY

Tenure-Track Position

Mathematics Education

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B Ed in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education seeks applications for a tenure track position in the area of mathematics education. The successful candidate should normally possess a doctorate degree in mathematics education and demonstrate an active research programme. Knowledge of the integration of technology into the teaching of mathematics is a definite asset. Preference will also be given to candidates who have K-12 teaching experience. The successful candidate will be expected to teach graduate and B Ed courses pertaining to elementary or secondary mathematics. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on January 10, 2005, all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

Discover the difference.

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www.msvu.ca

CAREERS CARRIÈRES

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering of the University of Waterloo invites applications for several tenure or tenure-track positions at the rank of Assistant, Associate or Full Professor in the engineering of embedded, distributed or dependable computer systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, the department seeks strong applicants who are early in their careers and have demonstrated potential to quality research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Highly qualified candidates will be considered for award of ECE Research Chairs. These Chairs receive substantial research funding and support for graduate students. The awards are given for an initial period of

five years, with the possibility of renewal. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw from the top students from across Canada. The department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of

Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of 700+ is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. If the applicant wishes, an additional self-copy of the above documents can be emailed to: ecce.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRONICS — Carleton University. The Department of Electronics invites applications for a Tier I Canada Research Chair (CRC) in VLSI Electronics and bio-

MEMS. This is a tenure-track position at the Full Professor level and is subject to budgetary approval. The successful applicant should have a PhD degree, exceptional recent research achievements, demonstrated capacity to academic leadership and excellent teaching ability. The Department is interested in candidates in VLSI design/implementation and high-speed digital/mixed-signal electronics, to complement existing strengths and build a focus on system-on-chip design. We are interested in particular, in exploring VLSI intersections with MEMS/bioMEMS/photonics devices and sensors. Consideration priority will be given to the overall excellence of the candidate and the track record of research achievements. The CRC program seeks to promote world-class research at Canadian universities (see www.chairs.gc.ca for further information). The position is subject to review and final approval by the CRC Secretariat. Recipients are eligible for substantial infrastructure support through the Canada Foundation for Innovation. The successful candidate will also be expected to teach in the undergraduate and graduate programs of the Department. Member-

ship or eligibility for membership in a Canadian professional engineering association is required. The Department of Electronics has a long history of research excellence in VLSI, IC process technology, CAD for VLSI, antenna design, and semiconductor device modelling and has superb supporting infrastructure (see www.doe.carleton.ca for details). Strong research collaboration exists with the National Research Council, Communications Research Centre, and local industry. Applicants, with a detailed CV and the names of at least three referees, should be sent to: Dr. Lango Roy, Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6; Telephone (613) 520 5764, Fax (613) 520 5708; Email: roy@doe.carleton.ca. The anticipated start date is July 1, 2005. Applications should be submitted by January 15, 2005, but applications will be reviewed and considered beyond that date if the position remains unfilled. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ENGINEERING (MECHANICAL & MATERIALS) — University of Western Ontario. The Faculty of Engineering at the University of Western Ontario invites applications for the position of Chair of the Department of Mechanical and Materials Engineering. The appointment will be at the rank of Professor with tenure, effective July 1, 2005 or as soon as possible thereafter. The Chair appointment is normally a 5 year term, renewable. The Department of Mechanical and Materials Engineering has 22 faculty, more than 8 staff members and over 90 graduate students enrolled in the MSc and PhD programs. It is one of four Departments in the Faculty of Engineering. The Faculty of Engineering [http://www.eng.uwo.ca/] has over 85 faculty and 50 staff members, and a total student body which exceeds 1500 undergraduates and 400 graduate students. We offer new as well as modernized facilities for teaching and research. The Department of Mechanical and Materials Engineering has research programs in, thermodynamics, materials, solid mechanics and materials processing, and in computer and biomedical engineering with strong interdisciplinary and inter-faculty research groups. The Department also has research resources in Medicine, Health Sciences and Science exist, and major research facilities such as the internationally renowned, Bioscience Laboratory and the NRC Integrated Manufacturing Technologies Institute are easily accessible. There exist many unique opportunities with industry in London and southwestern Ontario, where the University of Western Ontario is a major research and engineering resource. The undergraduate program in Mechanical and Materials Engineering is in high demand, with strong competition among students to enter the program after completing a common first year, enrollment into MME has been limited to approximately 400 students. The CISE is the first academic research center in the remaining 3 years of the 4 year program leading to the BEC



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA

Chair, Department of Art and Design

The Faculty of Arts at the University of Alberta invites applications for the position of Chair, Department of Art and Design, with appointment to take effect on July 1, 2005. The Department of Art and Design is an exciting and wide-ranging academic unit employing 20 full-time faculty, 10 full-time equivalent sessional instructors, and 15 full-time continuing support staff across seven major disciplines, each with graduate program specializations in Drawing, Painting, Printmaking, Sculpture, Industrial design, Visual Communication Design and History of Art, Design and Visual Culture. The Department offers BA, BDes, BFA, MA, MDes and MFA degrees. It also administers a major Edmonton visual art facility, the FAB Gallery. It includes a Canada Research Chair on its faculty and is home to a University centre of research excellence in printmaking. The Department attracts 4000 half course equivalent undergraduate registrations per year. It has 40 graduate students and an operating budget of \$3.5 million. It includes advanced specialized labs and studios for rapid prototyping, photography, all media for printmaking, five design computer labs, a 125-seat lecture theatre and a visual resource centre. The total annual research/project grants (2000-2005) is on average \$500,000 per year. The Faculty of Arts also includes Departments of Drama and Music and eleven other departments in the social sciences and humanities, with which the Department of Art and Design often interacts collaboratively.

The University of Alberta, founded in 1908, is one of Canada's largest research universities, and is situated in the provincial capital, Edmonton, a metropolitan area of over 1,000,000 with a vibrant artistic community and an excellent standard of living. The campus is located adjacent to one of the largest municipal

park systems in North America and is approximately 3 hours by car from the Canadian Rocky Mountains. For more information: www.ualberta.ca/artdesign/ or www.ualberta.ca/

The successful candidate will be a proven academic leader, ideally with prior administrative experience and a commitment to excellence in teaching, creative activity and research. He or she will have strong interpersonal communication skills and will be able to articulate a broad vision of the visual arts as well as a clear operational sense of how all areas of the department can be promoted and their activities supported. The chair will be expected to provide consultative and collaborative leadership, working with faculty, students and staff. The chair will also be expected to work cooperatively with the Office of the Dean and the chairs of other Departments. The successful applicant should have a record in art, design or scholarship suitable for appointment as a full professor or senior associate professor with tenure. The term of the appointment as chair is for five years, renewable (once) by review.

Please submit applications, including a CV and a statement of reasons for suitability for the position, together with the names of four referees who the committee may contact, by January 31, 2005. Application materials should be directed to:

Dr. Daniel R. Woolf, Dean
Faculty of Arts
University of Alberta
Humanities Centre Room 6-33
Edmonton, Alberta, Canada
T6G 2E5

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca



St. Francis Xavier University, one of Canada's leading primarily undergraduate universities, is seeking an Academic Vice-President and Provost, with appointment expected July 1, 2005.

Located in Antigonish, Nova Scotia, the University prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice.

The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts and Science; Schools of Education, Business and Information Systems, and Nursing; as well as the Coady International Institute. There are 4,000 students from across Canada and around the world, and 260 full-time faculty dedicated to providing their students with a post-secondary education conducive to intellectual and personal growth.

StFX is enjoying an \$85-million renewal of its campus facilities. For more information, please visit www.StFX.ca.

The Academic Vice-President and Provost is a key member of the senior administrative committee of the University, and provides leadership in the promotion of outstanding teaching, research, and scholarship.

Academic Vice-President and Provost

Working with the President, the Deans, and the Senate in planning and in determining academic priorities, the Academic Vice-President and Provost is active in supporting quality research, innovative academic programs, and the recruitment and retention of faculty.

The successful candidate will have strong academic credentials, with proven excellence in academic teaching and research, a record of administrative leadership, and the ability to work effectively and imaginatively in a collegial environment.

St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

The search committee will begin review of expressions of interest in mid-December 2004.

Nominations and applications should be directed, in confidence, to the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
avpstfx@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com



Saint Mary's University

Halifax, Nova Scotia, Canada

Assistant Professor Sobey School of Business

The Position: The Department of Management invites applications for a tenure track appointment at the Assistant Professor level. Applicants should have a completed Ph.D. in a relevant discipline. We are particularly interested in individuals who can contribute in one or more of the following areas: strategic management, corporate social responsibility, human resource management, organizational theory and behavior, and small business management/entrepreneurship.

The Successful Candidate would be expected to establish and maintain an active program of research in these areas and to teach in our AACSB accredited undergraduate, MBA and Ph.D. programs. With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students, enrolled in B.Comm., MBA, EMBA, and Ph.D. programs, Saint Mary's is the largest business program in Eastern Canada. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Applicants should submit a letter of application, curriculum vitae and the names of three references to:

E. Kevin Kelloway, Chair
Department of Management
Saint Mary's University
Halifax, NS, B3H 3C3
Fax: (902) 420-5119

Saint Mary's University is committed to the principles of Employment Equity.

www.smu.ca



CAREERS OPPORTUNITIES

Nursing & Addictions Counselling
Positions in the School of Health Sciences

The University of Lethbridge, situated on the picturesque Oldman River and foothills of the Rocky Mountains in southern Alberta, is known for its striking architecture and location. It is primarily an undergraduate institution, with over 7700 students. The strength of the University lies in its ability to provide excellent undergraduate teaching in an environment made superior by the efforts of faculty research and scholarship. The University has a strong reputation for its student-centered approach to teaching/learning. It is a very collegial institution, which provides its faculty and students with a supportive environment and with state-of-the-art technologies.

The School of Health Sciences offers the only baccalaureate program in Addictions Counselling in Canada, in collaboration with Medicine Hat College. The School is also the home of the University of Lethbridge site for the Alberta Gaming Research Institute, a partnership among three Alberta universities and funded by the Government of Alberta. The School also offers generic and post-diploma undergraduate programs in Nursing, further, a Master's of Science Program, with focus in Addictions Counselling, Nursing, and Health Sciences, was implemented this year.

Owing to expansion, the School of Health Sciences is seeking additional faculty members:

- Nursing: Two (2) full-time appointments and one (1) 0.5 term position
- Addictions Counselling: One (1) full-time appointment

Applications, including a current curriculum vitae, may be sent to:

Professor Lynn Bosford, Dean, School of Health Sciences, University of Lethbridge
4401 University Drive, Lethbridge, AB T1K 3M4

For additional information, please consult our website at www.uleth.ca/hum, or for further discussion contact Prof. Bosford at (403) 329-2699. Closing date January 15, 2005, or until filled.

SCHOOL OF
Policy Studies

Director, Institute of Intergovernmental Relations

The Institute of Intergovernmental Relations (IIGR) in the School of Policy Studies at Queen's University seeks to fill the position of Director in the spring or summer of 2005. The Institute is Canada's premier university-based centre for research on all aspects of federalism and intergovernmental relations, both in Canada and in countries around the world. For more information about the IIGR see <http://www.iigr.ca>

Building on the IIGR's success, the new Director will shape the future development of the Institute by pursuing an active and timely research and communications agenda. This includes initiating new projects, organizing conferences, producing publications, and networking with individuals from universities, government, the private sector and the media. The successful candidate will oversee the efficient operation of the Institute and secure its financial viability by obtaining project and core funding. This appointment is open to high quality candidates who are public officials, academics, or practitioners, with backgrounds in areas relevant to research in Canadian intergovernmental relations. It normally has a renewable five year term. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should send a statement of interest and curriculum vitae to Arthur Sweetman, Chair, IIGR Director Appointment Committee, School of Policy Studies, Queen's University, Kingston, ON, Canada, K7L 3N6. All applications are confidential and are guaranteed full consideration if received by January 18, 2005.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

QUEEN'S UNIVERSITY KINGSTON ONTARIO

UNIVERSITY OF WATERLOO

CANADA RESEARCH CHAIR (TIER II)
INNOVATION & TECHNICAL ENTREPRENEURSHIP

The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a Tier 2 SSHRC Canada Research Chair in Innovation and Technical Entrepreneurship. We are seeking an individual at the Assistant or Associate Professor level with a record of excellent research and teaching. She or he would contribute to a dynamic research environment and have interest in areas such as models of technological innovation, entrepreneurship decision making, or the impact of technology policy and entrepreneurship on technology based firms. Individuals with interdisciplinary interests in the areas of organizational behaviour, economics, operations research or information systems are desirable. Eligibility criteria and information about the CRC program can be found at www.chairs.gc.ca.

UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities.

Candidates should submit a letter of application, curriculum vitae (to include a statement of teaching and research interests), a long-term research plan, the names of three references, and one or more samples of scholarly work. Review of applications will commence on January 1, 2005. Please direct application materials and inquiries to:

Elizabeth Jewkes, Chair, Department of Management Sciences
Faculty of Engineering, University of Waterloo
200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1
Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and experience.

University of
Lethbridge

and to assist in the development of the Sustainable Communities teaching stream at the upper levels, a strong background in local and global environmental problems and Indigenous political movements would be especially desirable. More information about the School can be found at: <http://web.uvic.ca/enweb/>. Applicants should include: (1) a letter reviewing the candidate's qualifications, experience, research plans and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names and addresses (including e-mail) of three referees. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than 31 December 2004. Address correspondence to: Eric Higgs, Director, School of Environmental Studies, PO Box 1700, STM CSC, University of Victoria, Victoria, BC V8W 2Y2.

■ **ENVIRONMENTAL STUDIES** – York University, Faculty of Environmental Studies (FES) at York University in Toronto invites applications for a Contractually Limited Academic Position for a term of two years. The position will be effective July 1, 2005 to July 31, 2007. The Faculty of Environmental Studies adopts a broad definition of "environmental studies" including natural, built, social and organizational environment. Additional information about the Faculty of Environmental Studies can be found at <http://www.yorku.ca/fes>. The successful applicant will be expected to teach and advise students at the undergraduate and graduate levels, have a strong or promising scholarly record, have teaching experience, and have proven ability in linking action and theory. Applicants should have a PhD degree in a relevant field or have a strong academic background in the field. The position is a full-time position. The successful applicant will be expected to deliver courses in the environmental studies program at the senior undergraduate and graduate levels with a focus on survey design, statistical analysis, and policy analysis, and data management. A desire to collaborate with interdisciplinary research ventures while maintaining an independent research program will be highly valued. Applicants should hold, or be near completion of, a PhD in an appropriate discipline; be capable and motivated to teach and have demonstrated success in research. The ideal candidate will also have experience or strong interest in working collaboratively with colleagues in both the biological and social sciences within a multidisciplinary environment and have a desire to support initiatives in popular community and/or lab-based research. Scholars with well-established research programs may be considered for a more senior level and are encouraged to apply. Applicants should forward a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three confidential letters of reference to: Chair, Epidemiology Position Search Committee, Department of Community Health Sciences, 3300 University Avenue, Scarborough, ON M1S 1A1 Canada. The deadline for application is January 31, 2005. This position is subject to a probationary period of one year. Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a position policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

■ **ENGLISH** – The Université Concordia, Le département d'Études françaises sollicite des candidatures à un poste à durée déterminée commençant le 1er janvier 2005 et se poursuivant jusqu'à la fin de l'été 2005. Les qualifications recherchées sont un diplôme de troisième cycle obtenu ou en cours de réalisation, l'expérience de l'enseignement au niveau collégial ou universitaire et une connaissance approfondie de la langue française. Les candidats doivent envoyer une lettre d'intention, un curriculum vitae, et une copie de leurs publications récentes. Tous les documents doivent être envoyés directement au département. L'étude des dossiers se fera sur réception des lettres de recommandation. Les lettres de recommandation doivent être envoyées directement au département. Les lettres de recommandation doivent être envoyées à: M. Jean-Luc Lévesque, Directeur, Département d'Études françaises, Université Concordia, 1455 boulevard de Maisonneuve, Montréal (Québec) H3G 1M6; levesque@concordia.ca. Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera donnée aux candidats citoyens canadiens et aux résidents permanents. L'Université Concordia s'engage au principe de l'équité en matière d'emploi.

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strong or promising scholarly record, and should hold a PhD degree or have equivalent postgraduate research experience. Professional planning experience is an asset. York University is located in metropolitan Toronto, a vibrant and exciting venue for research. In addition, we are looking for a search on urban, regional and environmental planning issues. The successful candidate will be expected to address interests of a multicultural and multiracial student body of a university in a large, diverse and globalized region. The deadline for receipt of applications is Monday, January 10, 2005. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/aacopy or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. All positions at York University are subject to final budgetary approval. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and three references (email address and telephone number) should be sent to: Planning Search Committee, Faculty of Environmental Studies, Room 118 HNEB, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3; Fax: 416-736-5713; E-mail: mawhite@yorku.ca.

■ **EPIDEMIOLOGY** – Brock University, The Department of Community Health Sciences at Brock University is seeking applications for a probationary tenure-track position in Epidemiology. The successful applicant will be expected to deliver courses in the epidemiology program at the senior undergraduate and graduate levels with a focus on survey design, statistical analysis, and policy analysis, and data management. A desire to collaborate with interdisciplinary research ventures while maintaining an independent research program will be highly valued. Applicants should hold, or be near completion of, a PhD in an appropriate discipline; be capable and motivated to teach and have demonstrated success in research. The ideal candidate will also have experience or strong interest in working collaboratively with colleagues in both the biological and social sciences within a multidisciplinary environment and have a desire to support initiatives in popular community and/or lab-based research. Scholars with well-established research programs may be considered for a more senior level and are encouraged to apply. Applicants should forward a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three confidential letters of reference to: Chair, Epidemiology Position Search Committee, Department of Community Health Sciences, 3300 University Avenue, Scarborough, ON M1S 1A1 Canada. The deadline for application is January 31, 2005. This position is subject to a probationary period of one year. Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a position policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

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have a completed PhD in Film Studies, Media Studies, Communication or related area. The successful candidate will demonstrate the ability to contribute to the existing undergraduate programs in Film Studies and in FIMS (program in Media, Information and Technology). In addition, we are looking for a faculty member who can play a role in developing a new Master's program in Film Studies and who can contribute to the existing MA/PhD program in Media Studies. The successful candidate will be able to situate and situate film in its wider social, cultural and economic contexts. Preference will be given to researchers whose work engages all at the intersection of film studies and media studies, including industrial and institutional analysis; reception studies; film sound; film and new media; cinema history; film and technology; contemporary Hollywood cinema. Information about the two units and descriptions of our programs are available at <http://www.fims.uwo.ca> and <http://www.uwo.ca/film/>. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, a cover letter outlining their interest in the intersection of film studies and media studies, and a copy of information and Media Studies, North Campus Building, The University of Western Ontario, London, ON, Canada N6A 5B7. The application deadline is Monday, January 10, 2005 or until filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including those with disabilities, aboriginal people and persons with disabilities.

■ **FINE ARTS** – Algoma University College, The Department of Fine Arts and Design invites applications for a tenure track appointment at the level of Assistant Professor, beginning July 1, 2005. The successful candidate will teach undergraduate courses in one of the visual, graphic, or digital arts and will also coordinate the Fine Arts Program. The successful candidate should have a strong background in portfolio and exhibition. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of teaching philosophy, and three letters of recommendation from professional references, to: Dr. Arthur Perlin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@uac.ca by December 31, 2004 or until the position is filled. The university website www.uac.ca offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes and on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma U. is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

■ **FRENCH** – The Université Concordia, Le département d'Études françaises sollicite des candidatures à un poste à durée déterminée commençant le 1er janvier 2005 et se poursuivant jusqu'à la fin de l'été 2005. Les qualifications recherchées sont un diplôme de troisième cycle obtenu ou en cours de réalisation, l'expérience de l'enseignement au niveau collégial ou universitaire et une connaissance approfondie de la langue française. Les candidats doivent envoyer une lettre d'intention, un curriculum vitae, et une copie de leurs publications récentes. Tous les documents doivent être envoyés directement au département. L'étude des dossiers se fera sur réception des lettres de recommandation. Les lettres de recommandation doivent être envoyées directement au département. Les lettres de recommandation doivent être envoyées à: M. Jean-Luc Lévesque, Directeur, Département d'Études françaises, Université Concordia, 1455 boulevard de Maisonneuve, Montréal (Québec) H3G 1M6; levesque@concordia.ca. Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera donnée aux candidats citoyens canadiens et aux résidents permanents. L'Université Concordia s'engage au principe de l'équité en matière d'emploi.

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■ **FILM STUDIES** – Wilfrid Laurier University, The Department of English and Film Studies invites applications for a tenure-track appointment in Film Studies commencing 1 July 2005, subject to budgetary approval. Applicants with expertise in contemporary film theory are especially welcome. A PhD, teaching experience, and publications are required for this position. Assigned teaching duties will include undergraduate and graduate courses. The Department offers a Master of Arts program in Gender and Genre and a collaborative PhD program with the University of Guelph. Applicants are asked to send a letter of application, a curriculum vitae, a teaching dossier, writing sample (25 pages), a teaching dossier with course evaluations and course outlines, and arrange for three letters of reference to: Dr. Eleanor Ty, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave., Waterloo, ON, N2L 3C5. E-mail: ty@wlu.ca. The deadline for receipt of materials is January 15, 2005. All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men including persons with disabilities, aboriginal people and persons with disabilities. Qualifications: PhD in Linguistics or Applied Linguistics with specialization in French and English. Record of demonstrated excellence in research and scholarly publication. Total fluency in both French and English. Preference will be given to candidates who: a) maintain an active research program in research on applied linguistics; b) are familiar with recent developments in computer-assisted teaching; c) have a strong record of effective teaching at the university level; d) complete in one or more of the following fields: phonology, morphology, syntax, semantics, would be desirable. Salary: Commensurate with qualifications and experience. See policy A20.02 for the salary scale. Applications, together with CV, a statement of teaching and research interests, copies of major publications, and references, should be sent to the following address: School of

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University of
Waterloo

BUILDING A TALENT TRUST

CAREERS CARRIÈRES

Applicants should send a 1 or 2 page cover letter, full curriculum vitae, three letters of reference, teaching evaluations and a sample publication by February 15, 2005 to Dr. Leonard Fresco, Coordinator, Global Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents of Canada will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people.

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HEALTH PROMOTION – Brock University. The Department of Community Health Sciences at Brock University is seeking applications for a probationary tenure-track position in Health Promotion. Applicants will have backgrounds in health promotion, public health, or a related social science discipline (e.g., health psychology, health sociology). The successful candidate will be expected to teach health promotion along with one or more courses related to gerontology, health policy, health in diverse populations (e.g., gender, ethnicity, disability), and qualitative methodology. Candidates with research interests in health promotion, health in diverse populations, international health, social justice and health, or related areas are particularly encouraged to apply. Applicants should hold a PhD or be near completion of a PhD in an appropriate discipline; be capable and motivated educators and have demonstrated success in research. The ideal candidate will also have experience or strong interest in working collaboratively with colleagues in both the biological and social sciences within a multidisciplinary environment and have a desire to support initiatives in population, community, and/or lab-based research. Scholars with well-established research programs may be considered at a more senior level and are encouraged to apply. Applicants should forward a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three confidential letters of reference to: Dr. Brett Fairbairn, Head of Department, Brock University, St. Catharines, ON, L2S 3A4 Canada. The deadline for application is January 31, 2005. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.brocku.ca.

HISTORY – University College of the Fraser Valley. The History Department at UCFV invites applications for a full-time, permanent faculty position in the field of Canadian History, commencing August 1, 2005, subject to funding. The position is open to all areas of Canadian History. The department is searching separately. Non-exclusive areas of particular departmental interest include political history, gender and sexuality, public history, and U.S. history. The successful candidate will teach undergraduate lower and upper division courses. Please see our website, www.uvfc.ca for details, including qualifications, of this position.

HISTORY – University of Saskatchewan. The Department of History at the University of Saskatchewan invites applications for a tenure-track position in U.S. history with a specialization in the Great Plains. Experience in environmental and transnational history is preferred. The successful candidate will be expected to demonstrate how his/her research and teaching contribute to and enhance current U.S. history expertise in Great Plains, American and environmental history. Participation in the graduate program (including supervision) is integral to the position. The incumbent will be expected to teach the first-year American course and lead a graduate seminar on a rotating basis. He/she would also develop new thematic courses on his/her research and teaching. The successful candidate will be expected to participate in the academic life of the department. A nominator should provide a covering letter as reference, a further solicited letter of reference and a curriculum vitae for the nominee. Applicants should send a letter of application, a curriculum vitae and two letters of reference to: Prof. Margaret McKelvey, Acting Chair, Department of History, The University of Western Ontario, Social Sciences Building, Room 432B, 1275 University Ave., London, ON N6A 5C2. Tel: (519) 661-3647; Fax: (519) 661-3010. The deadline for applications is January 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people and persons with disabilities.

HISTORY – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of History in the area of Early Modern European History at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at www.uwindsor.ca/facultysearch. Contact Dr. Bruce Tucker, Head, Department of History, University of Windsor, Windsor, ON N6B 3B4. Phone: 519.253.3000, ext. 2233, Fax: 519.971.3610, E-mail: tuckerb@uwoindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwoindsor.ca.

HISTORY – University of Western Ontario. The Department of History at the University of Western Ontario invites applications for a tenure-track position in Canadian History. The position will commence 1 July, 2005. Candidates with research expertise in post-confederation Aboriginal/Newcomer relations and teaching backgrounds in women and gender history, including post-colonial themes, are encouraged to apply. An ability to offer upper level courses in British and Canadian History is preferred. Applicants should have a PhD, relevant undergraduate teaching experience, and a demonstrated commitment to research and teaching. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation from professional references, to: Dr. Arthur Berlin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@uau.ca by December 31, 2004 or earlier. The position is advertised on the website (www.uau.ca) as a great introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, on the heart of the Great Lakes on the Canada-US border. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Algoma U is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The position is subject to budgetary approval.

HISTORY – Simon Fraser University. The Department of History at Simon Fraser University invites applications for a tenure-track position in the rank of Assistant Professor, effective 1 July 2005, in the history of the Middle East. Applicants should demonstrate the ability to teach outside the area of specialization. Preference will be given to those applicants with a completed PhD, publications, and university-level teaching experience. The successful candidate will teach undergraduate and graduate courses and will be expected to contribute to the research programme in his/her area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Monday, 3 January 2005. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. John G. Arcand, Search Committee Chair, Department of History, 8888 University Drive, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-8837; Website: <http://www.sfu.ca/history/>.

HISTORY – University of Guelph. The University of Guelph invites applications for a tenure-track position in the rank of Assistant Professor, effective 1 July 2005, in the history of the Middle East. Applicants should demonstrate the ability to teach outside the area of specialization. Preference will be given to those applicants with a completed PhD and scholarly publications. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in graduate education through the University Graduate Program in History. Demonstrated commitment to teaching and research excellence is required. Engagement with new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked and research intensive comprehensive university located one hour north of Toronto. Applicants should send current curriculum vitae, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to: Dr. Karen Racine, Co-Chair of the Middle East Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1, to be received before the application deadline of 14 January 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity policy that promotes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

HISTORY – Carleton University. Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2005, in the history of the Atlantic World. The area of specialization should be Latin America (other than Mexico), the Caribbean, or Africa. The successful applicant will participate in the team-teaching of the department's first-year course on the history of the Atlantic World. The Department is looking for candidates whose work demonstrates scholarly promise, a strong commitment to undergraduate and graduate teaching. The minimum qualification is a completed PhD. Applications, together with a curriculum vitae, graduate transcripts, teaching evaluations, and evidence of published work should be sent as paper copies (not electronic attachments).

Tenure-Track Position

Education – Inclusive Education:
Learners who are at Risk

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed. in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

This inter-disciplinary position will be of interest to an educator who has a background in the teaching/learning process associated with learners who are at risk. Specifically, the person should hold a doctorate in education with a solid background in concepts and practices for learners who are at risk. Preference will be given to individuals with a background in literacy education and/or in mathematics education. A desired characteristic of the successful applicant will be teaching experience in an inclusive setting and/or experience working as an itinerant educational consultant and/or in a resource/learning centre position. The successful applicant will have the opportunity to participate with colleagues in curriculum, educational psychology, literacy and school psychology in the evolving design and delivery of an innovative inter-disciplinary graduate program for teachers in inclusive environments. This person will have the opportunity to work with beginning and experienced teachers. Specific duties will include teaching at the graduate level on campus and in the off-campus program, teaching in the BEd program, conducting research, supervising theses and participating in the further design of the program and courses related to the teaching/learning process for learners who are at risk. Involvement in areas such as literacy, mathematics, exceptionality, inclusive practices and program planning will be possible depending on the background of the successful applicant. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on February 7, 2005; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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www.msvu.caCANADA RESEARCH CHAIR (TIER II) IN
MOLECULAR SIGNALING IN HUMAN HEALTH & DISEASE

The Faculty of Medicine, Memorial University of Newfoundland invites applications for a Tier II (Junior) Canada Research Chair in Molecular Signaling in Human Health and Disease.

This is a tenure-track position at the Assistant or Associate Professor level. Candidates should possess a Ph.D. or equivalent degree, a minimum of two years of post-doctoral experience and a proven track record in the area of Molecular Signaling. The goal of this search is to recruit a candidate who could bridge the gap between Molecular or Cell Biology and whole animal disease models. In particular, we would hope to attract individuals with interests in areas such as Regenerative Medicine (e.g. Stem cells) Nanomedicine research, or animal genetic models of human diseases. The ideal candidate would be someone who is well versed in Cell and Molecular Biology, has an interest in Systems Physiology and who could be the hub of an integrative program in Molecular Signaling research complementing the current research strengths in the Division of Basic Medical Sciences (Cancer, Cardiovascular Science, Immunology and Neurosciences; including two existing Tier I Canada Research Chair holders). The successful candidate should also be able to interact with other researchers within the Faculty of Medicine (and the Faculty of Science) and contribute to training programs in the Faculty. Details of Canada Research Chairs can be found at www.chairs.gc.ca.

Consideration of applications will begin January 15, 2005 and continue until the position is filled. Applicants should submit curriculum vitae, a summary of proposed research, and provide the names and addresses of three referees. Forward to:

Dr. Karen Meawad, Associate Dean
 Division of Basic Medical Sciences
 Faculty of Medicine, Health Sciences Centre
 Memorial University of Newfoundland
 St. John's, Newfoundland and Labrador A1B 3V6

Memorial University is the largest university in Atlantic Canada, and as the only university in the province, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. The university is situated in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Dean of Nursing
University of New Brunswick

Nominations and applications are invited for the position of Dean of the Faculty of Nursing at the Fredericton Campus of the University of New Brunswick, to succeed the incumbent effective July 1, 2005. The appointment is for a five-year term and is subject to renewal.

The University of New Brunswick is one of Canada's premier universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. The environment, the cost of housing and the commitment to innovation are just some of the advantages of living and working in New Brunswick. The Faculty of Nursing is located in Fredericton on the beautiful Saint John River. It has two ancillary sites in Moncton, NB; Bathurst, NB and a collaborative partnership with Humber Institute for Technology and Advanced Learning, Toronto, Ontario and an affiliation with the Department of Nursing at UNB-Saint John. Further information about the University of New Brunswick and the Faculty of Nursing is available at <http://www.unb.ca>.

The Faculty of Nursing offers three programs leading to a baccalaureate degree. A masters of nursing program, including an Advanced Nurse Practitioner stream, is offered for full and part-time study using various distance technologies. The Faculty has developed a significant research profile while maintaining its traditional commitment to effective teaching and evidence-based nursing practice. The Faculty is the only nursing faculty in Canada to house two Canada Research Chairs. Several faculty members are involved in partnerships with local, national and international community and university organizations, such as the Fredericton Community Health Clinic, Centre for Research in Social Policy, and NRC-IT Centre for e-Health.

Reporting to the Vice President Fredericton (Academic), the Dean supervises and administers all academic programs and the Faculty budget. This role includes representing the interests of the Faculty of Nursing within the university and other communities of interest, exemplifying and fostering innovative/progressive scholarship and leadership; engaging in visionary and long range planning for the Faculty; and anticipating and making provisions for acquiring needed resources for scholarship support. Candidates will have a strong scholarly record, a demonstrated ability in administration, and a commitment to facilitate institutional and faculty growth and development.

Inquiries, nominations and applications should be addressed to:

Dr. Angelo Belcastro
 Vice-President Fredericton (Academic)
 University of New Brunswick,
 P.O. Box 4400
 Fredericton, NB Canada E3B 5A3
 E-mail: angelbelcas@unb.ca
 Fax: (506) 453-4908

The deadline for applications is Monday, January 31, 2005. Applicants should include a curriculum vitae and the names of three referees.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

CAREERS CARRIÈRES

to Prof. E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, Canada. At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the same address. Letters in line for receipt of applications, letters of recommendation, and all other supporting materials is January 20, 2005. Applications incomplete at that date will not be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents of Canada will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants may learn more about the University at www.carleton.ca and by visiting the website of the Department of History at www.carleton.ca/history. Detailed information about academic employment at Carleton may be found at www.carleton.ca/academic/index.html.

HISTORY — Carleton University. Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment at the Assistant Professor level, effective July 1, 2005. In the field of Canadian women's and/or gender history. Research strengths in humanistic and/or social interests outside Canada would be considered an asset, but all qualified applicants are encouraged to apply. The Department is looking for candidates whose work demonstrates scholarly promise plus a strong commitment to teaching, graduate supervision, and evaluation. The minimum qualification is a completed PhD. Applications, together with a curriculum vitae, graduate supervision, and evaluation, and evidence of published work should be sent as paper copies (not electronic attachments) to Prof. E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6 Canada. At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the same address. Letters in line for receipt of applications, letters of recommendation, and all other supporting materials is January 13, 2005. Applications incomplete at that date will not be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents of Canada will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants may learn more about the University at www.carleton.ca and by visiting the website of the Department of History at www.carleton.ca/history. Detailed information about academic employment at Carleton may be found at www.carleton.ca/academic/index.html.

HUMAN ECOLOGY — University of Alberta. The Department of Human Ecology invites applications for a tenure-track Assistant Professor in the area of Material Culture. The start date for this position is July 1, 2005. The Department offers a four-year B.Sc. in Human Ecology with majors in Family Ecology or Textiles and Clothing, a two-year combined BSc/BEd degree; Masters degrees in Textiles and Clothing, and Family Ecology and Practice (both thesis and course-based options) and a PhD degree in Human Ecology. A recent \$4.1 million renovation to the Human Ecology Building has provided the Department with excellent facilities for housing its 18,000 artifact clothing and textiles collection, textile science labs and social science research facilities. The Department is part of the Faculty of Agriculture, Forestry and Home Economics, an interdisciplinary faculty that values excellence in teaching and research. For further information see www.humanecology.ca and www.athu.ualberta.ca. Responsibilities: Teach undergraduate and graduate level courses, establish an independent research program and supervise graduate students in material culture. Ability to address additional topics such as dress and culture, cross cultural textiles, sustainable design and/or textile policies in a global environment. Requirements: PhD in Textiles and Clothing, Human Ecology or related field. University teaching experience preferred, especially in a human ecology context. Evidence of a successful record of scholarship is important. The successful candidate will have a background in a good fit with the Department of Human Ecology and that enhances our ability to provide relevant, high quality education and research programs. Demonstrated leadership ability and potential to develop a strong research program consistent with the Faculty's commitment to collaborative research is expected. Demonstrated potential to contribute to an interdisciplinary research program in material culture with a textiles and clothing focus is desirable. The salary range for the position is commensurate with experience at the level of Assistant Professor. The 2004/05 range is \$51,768 - \$73,320. Closing date for applications is March 31, 2005, or until a suitable candidate is found. Please submit applications to Linda Capicci, Chair, Department of Human Ecology, 302 Human Ecology Building, University of Alberta, Edmonton, AB T6G 2N1, Canada (T: 780-492-8297; fax: 780-492-4821; email: linda.capicci@ualberta.ca). Include in the application package: letter of application, addressing qualifications, a statement of teaching philosophy and interests, and a description of research program and research vision, including a list of publications, graduate transcripts, the names and contact information of three referees; and up to three sample refereed journal articles. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Suitable Canadian citizens or permanent residents can not be found, other individuals will be considered. The University of Alberta lives on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

special populations. Review of applications will begin on January 15th, and will continue until the position is filled. The starting date for the appointment is July 1, 2005. Applications, including a curriculum vitae, 2-3 letters of reference, and a statement of interest, should be sent to Dr. Neil McCartney, Chair, Department of Kinesiology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1; e-mail: mccartneilmcmaster.ca; telephone (905) 525-9140, Ext. 24469; fax (905) 523-6011. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

KINESIOLOGY — University of Waterloo. Applications are being accepted for a tenure-track position at the Assistant/Associate Professor level in the area of Social and Behavioral Medicine and Physical Activity. The successful candidate must have a PhD and expertise in social psychology using kinesiological perspectives. This expertise should be compatible with multidisciplinary approaches to health promotion, disease/injury prevention, rehabilitation and maintenance at the individual and community levels. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applications from Kinesiology and related health promotion and injury/disease prevention fields such as physical activity, public health, behavioural medicine, social science and medicine, and Ergonomics. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is

to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.uwaterloo.ca/kin/kinhome.html>. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G3 or by fax: 519-746-6776 or E-mail: mcgill@uwaterloo.ca.

The closing date for applications is January 31, 2005 (or until position is filled). The expected start date for the appointment is July 1, 2005 or earlier. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

KINESIOLOGY — University of Lethbridge. The Department of Kinesiology and Physical Education invites applications for a tenure-track faculty position at the level of Assistant Professor beginning 1 July 2005, subject to budgetary approval. Relocation

allowance, start-up research funding and laboratory facilities are available. The successful candidate will possess a PhD in the Exercise Sciences (including but not limited to Exercise Physiology, Applied Health Science, Motor Learning, Motor Control & Development). Candidates should be committed to teaching in a liberal arts/Adminal environment and have a well-defined research agenda. Evidence of successful grant applications and peer-reviewed publications would be advantageous. The Department values both teaching and research excellence. Undergraduate students in the Department of Kinesiology and Physical Education may choose one of three degree options: Bachelor of Arts (B.A.), Bachelor of



McGill

Chair, Department of Obstetrics & Gynecology Faculty of Medicine

The Faculty of Medicine at McGill University is inviting applications for the position of Chair, Department of Obstetrics and Gynecology. The successful applicant will be the academic and administrative head of Obstetrics and Gynecology at McGill University, as well as Obstetrician and Gynecologist-in-Chief at the McGill University Health Centre.

The Department of Obstetrics and Gynecology has a tradition of excellence in research and clinical service. It includes units at the Montreal General Hospital, Royal Victoria Hospital, the Montreal Children's Hospital (which is part of the McGill University Health Centre), as well as the Sir Mortimer B. Davis-Jewish General Hospital and St. Mary's Hospital. The Department consists of 35 full-time academic staff members and 34 part-time staff who participate in the undergraduate, graduate and postgraduate teaching programs. The Department has 28 residents and 11 clinical research fellows. The residency training programs are fully accredited by the Royal College of Physicians and Surgeons and the College des Médecins du Québec.

Applicants should have senior academic experience with proven administrative and teaching skills. A commitment to research with an international reputation in this domain are important attributes. The selected candidate must be a medical doctor and be licensed or eligible for licensure in the Province of Quebec.

Interested applicants should send their curriculum vitae (preferably by email attachment) indicating the title of the position applied for by January 31st, 2005 to:

Dean Abraham Fuks
Faculty of Medicine
McGill University
3655 Drummond
Montreal, QC H3G 1V6
deansec.med@mcgill.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. McGill University is committed to equity in employment.

www.mcgill.ca



Saint Mary's University

Halifax, Nova Scotia, Canada

Tier II Canada Research Chairs Environmental Science

The Positions: In its Strategic Research Plan, Saint Mary's University has given high priority to Environmental Science and has assigned two Tier II Canada Research Chairs to this area. In its recent Academic Plan, Saint Mary's University has identified the areas of research and graduate studies as key areas of focus for future growth. The individuals appointed to these positions will be expected to play key roles in developing Environmental Science at the University.

The Research Areas of Interest: Environmental Science at Saint Mary's University spans departmental and faculty boundaries. We seek candidates who can build and lead areas of existing strength or emerging interest that are compatible with the University's Strategic Research Plan (www.smu.ca/academic/figsr). Ideally, one position will be in ecology or environmental chemistry, whereas the other will be in environmental geography or geology. These areas are supported by the Centre for Environmental Analysis and Remediation and the Taxonomy Laboratory, the Regional Geochemistry Centre, and the Maritime Provinces Spatial Analysis Research Centre. There is also the opportunity for collaboration with the CN Centre for Occupational Health and Safety.

The Successful Candidates: Exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. They will have an established national and international reputation of research achievement, and a successful and substantial record of teaching at the graduate and undergraduate levels in an area related to environmental science. Criteria for Tier II Canada Research Chairs can be found at www.chairs.gc.ca/web/program/index_e.asp.

Review of nominations and applications, which should include a proposed research outline and the names and addresses of at least three referees, will begin February 1, 2005 and continue until the positions are filled. Further details may be obtained from the Dean, Faculty of Science (902-420-5493) or the Dean, Faculty of Graduate Studies and Research (902-496-8169).

Send nominations/applications to:

Dr. Terry Murphy
Vice-President, Academic and Research
Saint Mary's University
Halifax, NS B3H 3C3, Canada
E-mail: vp.academic@smu.ca
Website: www.smu.ca/academic/figsr

Saint Mary's University is committed to the principles of Employment Equity.

www.smu.ca

Tenure-Track Position

Social Studies Education

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed. in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education seeks applications for a tenure track position in the area of social studies education. The successful candidate will normally hold a doctorate degree in social studies education or a Ph.D. in a related content field (history/geography/economics) with compatible teacher education and K-12 teaching experience. Experience in curriculum design and development is an asset. Knowledge of hardware (computers and GPS) and software (such as ArcView) relevant for providing support in areas of instructional media and school-based technologies specific to social studies education is also a definite asset. The successful candidate will be expected to teach graduate and B.Ed. courses pertaining to elementary or secondary social studies. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on January 10, 2005; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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CAREERS CARRIÈRES

Science (B.Sc.) with a major in Kinesiology, multidisciplinary major in Exercise Science (B.Sc.), Graduate programs at the Master of Arts (M.A.) or Master of Science (M.Sc.) degrees are currently offered and PhD opportunities exist in special cases. Construction on a new Health and Wellness Centre and renovation of existing facilities begins in December, 2004, with final completion set for the fall, 2007. The University of Lethbridge is situated in Alberta's third largest city. Approximately 7,000 students from 37 countries are currently studying at the university. The City itself has a population of 70,000 and is located two hours south of Calgary, Alberta and within sight of the Rocky Mountains. Residents are in easy driving distance to both Banff and Waterton Lakes National Park, as well other he-

torious and natural sites. Lethbridge and surrounding area is ideal for both summer and winter outdoor pursuits. Generous amounts of sunshine and Chinook winds make for a sunny, dry climate that is surprisingly mild for the prairies. Applicants should submit a curriculum vitae, description of teaching interest and experience, research activity, and the names of three referees (including addresses, phone/fax, and e-mail addresses) by January 31, 2005 to: Dr. Kurt Gustafson, Chair, Department of Kinesiology and Physical Education, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. To expedite the handling of applications, please ask those named as referees to direct supporting letters to the same address. The position is open to all qualified applicants,

although preference will be given to Canadian citizens and permanent residents of Canada. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. For more information about the University visit our web site at <http://www.uleth.ca>.

■ **KINESIOLOGY**—University of Lethbridge, The Department of Kinesiology and Physical Education, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. To expedite the handling of applications, please ask those named as referees to direct supporting letters to the same address. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. For more information about the University visit our web site at <http://www.uleth.ca>.

■ **LAW**—University of Western Ontario, The Faculty of Law at the University of Western Ontario is seeking to make a mid to senior-level appointment in the area of Business Law. The successful candidate will have the opportunity to assume a position of leadership within the law school, and to work with colleagues to help Western achieve its strategic goal of national eminence in the area. Rank and tenure status will be commensurate with experience. Western's Law Faculty is in the midst of a continuing process of growth and rejuvenation. This has included the appointment of several new members of Faculty in recent years, and the Faculty expects to continue to make additional appointments in the years to come. The Faculty invites applications for this appointment, to commence on July 1, 2005. To be eligible for appointment, candidates must have a superior academic record. This normally includes a relevant advanced graduate degree, or its equivalent. Candidates must also demonstrate a record of excellence in scholarly research and teaching. They should in addition have the ability and willingness to contribute to the intellectual and scholarly life of the Faculty community and to the University more generally. Applicants should send a letter of application, curriculum vitae, and the names and addresses of three academic referees, to Dean Ian Holloway, Faculty of Law, University of Western Ontario, London, Ontario, N6A 3K7. The closing date for applications is January 29, 2005. Positions that are a particular interest in expanding the teaching and research base in Corporate and Commercial Law, International Trade and International Business Transactions, Public Law including Administrative and Labour Law, Family Law, Intellectual Property and Energy Law and Policy. Salary will be commensurate with experience and qualifications. Successful applicants will demonstrate achievement or promise in teaching and research. Applications should include a curriculum vitae, the names of three referees, a sample publication (if available) and a research plan. The Faculty of Law, founded in 1912, is Western Canada's oldest law school. It is proud of its tradition of excellence, the distinction of its academic program and the success and contributions of its graduates. The Faculty is one of Canada's foremost law schools and is dedicated to enhancing its international reputation for excellence in teaching and research. Applications should be sent in hard copy to: Dean David R. Percy, Q.C., Faculty of Law, University of Western Ontario, 460 Spadina Avenue, 4th Floor, London, Ontario, N6A 3W5. Tel: 780 492 4524; Email: drp@uwo.ca. The selection process is now underway and applications will be accepted immediately and continuously until all positions are filled. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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• 2600+ enrolments

• Campuses in The Pas and Thompson

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Cree Nation

(Esterville),

Churchill,

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Mathias Colomb

First Nation

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Niichewamukik

Cree Nation (Nelson

Honko), Norway

Home Cree Nation,

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Nation (Cass Lake),

St. Theresa Point

First Nation,

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Tatsuwayak Cree

Nation (Spill Lake).

• Over 200 faculty

and staff

• Full residence

facilities

• Elder Services

• Mandated to provide

service throughout the

various region of the

the S37 parallel

Faculty Positions: First Year University at UCN

Competition No. 2450

The University College of the North, Manitoba's newest post-secondary institution, is seeking candidates in the Humanities and Social Sciences for a new program, First Year University at UCN. Successful candidates will be committed to the development and delivery of an interdisciplinary program that will reflect and respond to the people and communities of northern Manitoba.

These positions at UCN involve teaching in the core curriculum of the program, developing curriculum in the area of specialization, mentoring students, liaising with Aboriginal communities and organizations, and participating in other program functions. The successful candidate will also contribute to the development of a Bachelor of Arts in Aboriginal and Northern Studies. Candidates will have demonstrated creative and culturally relevant instructional practices with adult and Aboriginal learners, particularly in the areas of skill development and cultural awareness. Candidates will also have experience in program/curriculum development and knowledge of post-secondary education concepts, systems and educational requirements. The successful candidates will demonstrate a potential for excellence in teaching and scholarship.

Qualifications: The successful candidates will hold a Ph.D. in an appropriate discipline. Doctoral candidates (ABD) may be considered dependent on relevant experience. Knowledge and experience of learning technologies in the university setting are assets. The ability to understand and deal with issues specific to Aboriginal learners and mature students in northern communities is essential. Successful candidates will have personal experience and/or a sound knowledge of Aboriginal cultures. The ability to speak an Aboriginal language is an asset.

Interested candidates should submit a letter of application, curriculum vitae, one representative writing sample (article-length), and evidence of teaching effectiveness, and should arrange for three referees to submit letters on their behalf. Review of applications will begin on February 5, 2005 and will continue until the positions are filled.

Apply in writing to: University College of the North, Attention: Human Resources Division, P.O. Box 3000, The Pas, Manitoba R9A 1M7, Fax: (204) 623-4414, E-mail: hrlinfo@ucn.ca. For enquiries, please contact Dr. Peter Geller, Dean of Arts, UCN at 1-866-677-6450 or email pgeller@ucn.ca.

Employment Equity is a factor in the selection process. Applicants are invited to indicate their covering letter or resume if they are from any of the following groups: Aboriginal people, persons with disabilities, visible minorities, women.

We thank all applicants for their interest, but only those selected for an interview will be contacted.

University College OF THE NORTH



SPHERU



UNIVERSITY OF REGINA

RESEARCHER and LEADER

Director

Saskatchewan Population Health & Evaluation Research Unit (SPHERU)

This is an exceptional opportunity for a talented researcher to lead and shape the future of a population health research centre of excellence in Saskatchewan, the heartland of innovation in health thinking and delivery. SPHERU is a two-university, nine-faculty centre, and has core funding from the Saskatchewan Health Research Foundation. SPHERU's interdisciplinary researchers have been involved in over forty grant-funded research projects in its first five years, and SPHERU has been awarded a CHSR Strategic Graduate Training Program in Community and Population Health Research.

The Director's primary academic appointment may be at either the University of Saskatchewan (Department of Community Health & Epidemiology, College of Medicine) or the University of Regina (Faculty of Kinesiology & Health Studies), at the rank of full or associate professor. Initially, the appointment as Director will be for a five-year term, renewable, and will be a tenured position subject to the practices at the University of appointment.

The ideal candidate will have a strong research record, the ability to recruit and guide high quality colleagues from a variety of disciplines, and the skills to establish relationships with key academic, health and health care constituencies. The Director's challenge is to sustain and deepen a culture of "engaged research" that will influence health practice and policy across all of the sectors that determine health, with particular attention to the provincial Health Research Strategy (<http://www.health.gov.sk.ca>). The candidate will have responsibilities specific to the Program in Community and Population Health Research, and academic responsibilities in the home department, including the supervision and training of graduate students. As part of the credentials associated with tenure, demonstration/documentation of a high standard of teaching ability will be required.

A more extensive description of SPHERU is available at www.spheru.ca or by contacting: Bruce Waygood, Chair, SPHERU Board, University Coordinator of Health Research, Office of the Vice-President Research, University of Saskatchewan, Box 5000 RPO University, 110 Gymnasium Place, Saskatoon, SK S7N 4J8, Canada, or bruce.waygood@usask.ca.

Apply to the above address, including a cover letter, full Curriculum Vitae, and three letters of reference. Closing date is March 15, 2005, but may be extended at the discretion of the Universities and the SPHERU Board of Directors.

Both Universities are committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

L

■ **LAW**—University of New Brunswick, The Faculty of Law invites applications for one tenure track position at the Assistant or Associate level. The appointment, which is subject to a successful interview, takes effect on July 1, 2005. The Faculty welcomes applications from outstanding scholars of diverse backgrounds and will consider an appointment in any field of expertise. The Faculty is looking for candidates who will teach and research and contribute actively to the University community and beyond. Over the next few years, the Faculty will have teaching needs in a number of fields including: administrative and dispute resolution, commercial, corporate, criminal, taxation and trusts and estates. UNB's Faculty of Law is a national community with a deep commitment to students (230 students/20 full-time instructors) offering a strong and well-rounded LL.B. programme in an intimate setting. The Hon. G.V. La Forest is distinguished scholar in residence. Founded in 1892, the Faculty is home to the UNB Law Journal/Revue de

droit de l'U.N.B., the *Selkirk's Journal* and the *Centre for Property Studies* at UNB. The Faculty offers extensive opportunities for interdisciplinary collaboration, including the NRC Institute for Information Technology, Muel McQueen Fellowship Centre for Family Violence Research, Atlantic Human Rights Centre and Centre for Conflict Studies. Situated in the capital city of New Brunswick, the Faculty also offers opportunities to collaborate outside the University. Additional information that may be of interest to prospective faculty members can be found at www.unb.ca. Candidates will have a strong academic record and will have or will be completing graduate degrees in law. They will have a record of potential for teaching and research. Applications will be assessed beginning 31 January 2005, although late applications may be considered. A full application comprises a curriculum vitae, transcripts of university study, a brief statement of research interests and teaching experience or potential, representative sample(s) of research work, and names, postal and email addresses and telephone numbers of three referees sent to Philip Bryden, Dean, Faculty of Law, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Telephone: (506) 453-4627; Fax: (506) 453-4604; Email: bryden@unb.ca. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **LAW**—University of Alberta, The Faculty of Law at the University of Alberta is in the midst of a vigorous program of Faculty renewal and expansion. In the current academic year, the Faculty intends to fill a minimum of three tenure-track positions. The Faculty invites applications at all ranks, in all subject areas and embracing all local perspectives. For appointments commencing on July 1, 2005, the Faculty will consider applicants in all areas, but there is a particular interest in expanding the teaching and research base in Corporate and Commercial Law, International Trade and International Business Transactions, Public Law including Administrative and Labour Law, Family Law, Intellectual Property and Energy Law and Policy. Salary will be commensurate with experience and qualifications. Successful applicants will demonstrate achievement or promise in teaching and research. Applications should include a curriculum vitae, the names of three referees, a sample publication (if available) and a research plan. The Faculty of Law, founded in 1912, is Western Canada's oldest law school. It is proud of its tradition of excellence, the distinction of its academic program and the success and contributions of its graduates. The Faculty is one of Canada's foremost law schools and is dedicated to enhancing its international reputation for excellence in teaching and research. Applications should be sent in hard copy to: Dean David R. Percy, Q.C., Faculty of Law, University of Western Ontario, 460 Spadina Avenue, 4th Floor, London, Ontario, N6A 3W5. Tel: 780 492 4524; Email: drp@uwo.ca. The selection process is now underway and applications will be accepted immediately and continuously until all positions are filled. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **LAW**—University of Victoria, The Faculty of Law at the University of Victoria invites applications for a full-time, tenure-track position, commencing July 1, 2005. Appointment is expected to be as the Assistant Professor level. The Faculty invites applicants with teaching and research interests in any field of law, but is particularly interested in candidates with interests in private law, including corporate and commercial law. The Faculty's commitment to achieving diversity and gender equity will be factors in the selection process. The successful applicant will have to hold at least an LL.M. or other relevant graduate degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty

Tenure-Track Position School Psychology

Mount Saint Vincent University's graduate program in School Psychology is a clinical specialty program aimed at preparing students to enter the profession of school psychology. The two-year full-time program balances research, theory and practice. It is designed to address the academic and professional practice requirements for certification as a psychologist in provinces/territories where masters level preparation is permitted, as well as to prepare students to move onto doctoral programs. In addition to a variety of seminars and practice, a thesis and an internship are required as a part of the program. The program was established in 1979 and has a strong record of graduating highly effective and successful students. While most graduates enter the field of school psychology in Canada and the United States, others continue into doctoral programs or work in related fields.

The program is seeking an energetic colleague to join our dedicated team. The successful candidate will hold a doctorate degree, preferably in school psychology or in a related field along with experience in the educational system as a psychologist. As well, the candidate must be eligible for registration as a psychologist in Nova Scotia. A B.Ed. is an asset. The successful candidate should have expertise in the areas of psychological assessment and behaviour management. Expertise in neuropsychology and/or exceptionalities is also desirable. Faculty in School Psychology are expected to teach graduate courses, supervise theses and practice, and undertake a program of scholarly activity. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on January 10, 2005, all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply, however, priority will be given to Canadians and permanent residents.

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GO



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CAREERS CARRIÈRES

of Law's commitment to innovation in teaching and program development and to a collegial, diverse and involved community. Applications, accompanied by a curriculum vitae, copies of transcripts, and the names of five contact persons for three academic references, should be received by December 31, 2004. Please address applications to the Appointments Advisory Committee and send them care of Rosemary Gorton, Secretary for the Appointments Advisory Committee, Faculty of Law, University of Victoria, P.O. Box 2400 STN CSC, Victoria, B.C. V8W 3H7, fax (250) 721-8146. Information about the Faculty of Law can be found at <http://www.law.uvic.ca>. Applications may be emailed care of Rosemary Gorton at rgorton@uvic.ca to be followed by ordinary mail. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

LINGUISTICS – Saint Mary's University. Saint Mary's University invites applications for a tenure-track position in Linguistics at the rank of assistant or associate professor commencing July 1, 2005. We are seeking an individual with a primary research profile in applied linguistics and language study, with a focus on tertiary-level literatures. Successful candidates should have a PhD, an active research program and teaching experience in a relevant area of applied linguistics. The position will involve undergraduate and graduate teaching and research in these areas as well as responsibility for chairing Saint Mary's newly established Literacy Council. The Literacy Council is charged with providing academic direction for Saint Mary's campus-wide, Senate-approved literacy strategy which focuses on advanced literacy and academic writing pedagogy. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. The University offers broadly based major honours and certificate programs in linguistics at the undergraduate level. At the graduate level, it is a key partner in the Interuniversity MEd in TESL program. Applicants should submit a curriculum vitae, teaching dossier, writing sample and the names and contact information for three

referees to Dr. Esther E. Enns, Dean of Arts and Acting Dean of Education, Saint Mary's University, Halifax, NS B3H 3C3. The closing date for applications is January 17, 2005, or until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

LINGUISTICS – Concordia University. The Department of Classics, Modern Languages and Linguistics at Concordia University invites applications for a five-month limited term appointment in Linguistics Theory, effective January 1st, 2005 to May 31st, 2005. We are seeking candidates with a PhD or MEd in theoretical linguistics, with specialization in syntax and related fields, a strong research profile and teaching experience in the field. Courses to be taught may include Introduction to syntax, syntax-semantics interface and morpho-syntax. Review of applications will begin as they are received and will continue until the position has been filled. Applications should consist of a letter of intent, a curriculum vitae, a statement of research achievements and objectives, a statement of teaching interest, and three letters of reference. Electronic applications are accepted, but the letter of intent and letters of reference must bear original signatures. Please forward all applications to: Dr. Catherine Vallejo, Chair, Dept. of Classics, Modern Languages and Linguistics, Concordia University, 1465, 1455 de Maisonneuve Blvd. West, Montreal QC H3G 1M8; vallejo@alcor.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

M

MANAGEMENT – McGill University. Faculty of Management: Applications are invited for (specialized to tenure-track appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organization Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 70 full-time faculty and offers

BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G9. Closing date to receive applications is January 31, 2005. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MANAGERIAL ECONOMICS/TECHNOLOGY MANAGEMENT – University of Waterloo. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at any level in the area of Managerial Economics/Technology Management. We are seeking an individual who has a PhD with a strong analytical background in any of the following areas: (preferably more than one) microeconomics of the firm, industrial organization, alternative economic theories of the firm (from strategy and behaviour, and/or corporate finance). The candidate must be capable of teaching, research and graduate student supervision in applied areas such as the microeconomics of technology change, design of markets in technology based industries, the economic impact of technology policy, management of technology or the economics of innovation and entrepreneurship. Individuals with an interdisciplinary research approach (e.g. combining organizational behaviour/theory, operations research or information systems with economics) and with a background in engineering or science are especially welcome. A complete description of the Department of Management Sciences can be found in the department Web site at <http://www.mansc.uwaterloo.ca/index.shtml>. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at <http://www.chairs.gc.ca/>. UoW is a Canadian leader in research, and prides itself on close cooperation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial center, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however Canadians and Permanent

Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will continue until the position is filled. Applicants should send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Professor Elizabeth M. Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to toingines@manager.uwaterloo.ca.

MARKETING, BUSINESS ECONOMICS & LAW – University of Alberta. The University of Alberta School of Business invites applications for the Carthy Chair in International Business. The University of Alberta is one of the leading research universities in Canada. To fill this senior and prestigious professorship, we are looking for a candidate with a strong research record in any area of international research including, but not limited to, International Business, International Economics, International Finance, International Management. The candidate will be expected to play a leadership role in developing further the School's growing international focus. Including the MBA specialization in International Business. It is expected that the appointment will be made at the Full Professor level. Associate level appointments may be considered. A PhD is required. Salary is as per the collective agreement plus market supplements. The competition remains open until the position is filled. The position is subject to funding. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the work place and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities. Applications should be forwarded to: mbe@ualberta.ca (Dr. Richard O. Johnson, Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta T6G 2R6).

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Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

- un poste de professeur ou professeur > au rang d'adjoint ou récemment agrégé, au Département d'anthropologie, dans le domaine de l'anthropologie biologique.
- un poste de professeur ou professeur > au rang d'adjoint, à l'École de bibliothéconomie et des sciences de l'information, dans le domaine des sciences de l'information.
- un poste de professeur ou professeur > au rang d'adjoint, au Département de géographie, dans le domaine de la géographie humaine.

Date d'entrée en fonction : Variable selon les postes (sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université de Montréal



"Something Special"

Dean of Education

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, science, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment.

Faculty of Education

As a member of the University's senior administrative team, reporting to the Vice-President (Academic & Research), the Dean of Education is responsible for the leadership, operation and management of the Faculty, including strategic planning, academic development, curriculum planning and budgeting. The Dean is expected to provide visionary leadership in the current renewal of the academic programs, enhancement of scholarly activities and recruitment of additional faculty.

The ideal candidate will have proven leadership abilities and well-developed interpersonal skills to collaborate effectively within and outside the University. Demonstrated scholarly achievement and professional competence are required.

The Faculty of Education at Brandon University offers an after-degree B.Ed. program and contains dynamic graduate programs in special education, counselling, educational administration and curriculum studies. Currently, the Faculty of Education is composed of approximately 30 full-time faculty and 800 full- and part-time students. The Faculty has achieved national and international acclaim for its innovative programs for training of northern and aboriginal teachers and administrators. Included in the Faculty is the Department of Physical Education. The appointment is normally for a five-year term (subject to re-appointment) and will be effective August 1, 2005, or on availability of the successful candidate.

Please forward in confidence, your curriculum vitae and the names and addresses of at least three referees by March 4, 2005

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Contact:
J.G. Williams, Ph.D.
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

Email
vp_ar@brandonu.ca

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Faculty Positions

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Check out our website www.rdc.ab.ca for our current postings and sign up to be notified of all our future postings.



At Red Deer College we are proud to be...
growing learning living our values

Making a Difference - Red Deer College provides you an opportunity to really make a difference in the lives of your students and the people you work with. You will enjoy a positive working environment with small class sizes, dedicated colleagues and an excellent professional development program.

Being the Best - At Red Deer College, we are committed to continuing our journey to become the best comprehensive college in Canada. Red Deer College enjoys a top reputation with students, employers, and other colleges and universities: a reputation built on 40 years of excellence in programs and teaching.

We offer students a diverse selection of programs including applied degrees, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, extension and part-time learning, as well as international learning opportunities.

Quality of Life - Our City of Red Deer, located in Central Alberta, is a vibrant community ideally located between Edmonton and Calgary with access to the province's major universities, arts and cultural events, and the Rocky Mountains. Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities make Red Deer a great place to settle in and call home.

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Human Resources
Red Deer College
Box 5005
Red Deer, Alberta
T4N 3H5
Fax: (403) 342-3161
Email: hro@rdc.ab.ca



CAREERS CARRIÈRES

MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta. The Department of Mathematical and Statistical Sciences is actively seeking to nominate a candidate for an NSERC University Faculty Award in the Fall 2005 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint outstanding women and aboriginal researchers to tenure-track positions in science and engineering. Further information on the program can be found at the following web page: http://www.nserc.ca/professors_c.asp?nav=0&navb=c7. The nominee will have an outstanding record of research and publication. We are particularly interested in a field related to its area of existing or emerging strength in the Department, although other areas will be considered too. Some areas of research excellence, recently highlighted by the University of Alberta Faculty of Science, include algebra, functional analysis, fluid dynamics, statistics, mathematical biology and scientific computing. The candidate will also have a strong commitment to and aptitude for teaching undergraduate students, and will be expected to supervise graduate theses. This tenure-track appointment is scheduled to begin on or near July 1, 2005. Applications should be sent to the Chair at the address below. Applications should include a curriculum vitae and research and teaching profiles, outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to the Chair at the address below: Anthony Tse Ming Lee, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The closing date for applications is March 1, 2005. Early applications are encouraged. The University of Alberta has the basic of merit. We are committed to the principle of equity in employment. We welcome diversity in the workplace and encourage applications from all qualified individuals, including aboriginal peoples, persons with disabilities, and members of visible minorities. According to NSERC regulations applicants must be Canadian citizens or permanent residents of Canada.

MATHEMATICS – Simon Fraser University. The Department of Mathematics at Simon Fraser University invites applications for one or two tenure-track positions at the Assistant Professor level starting September 1, 2005. In exceptional circumstances an appointment at a more senior level may be possible. We seek an applicant with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. We are building a program in Industrial Mathematics and Scientific Computing. Strong candidates in related areas, especially with expertise in Numerical Analysis, Continuous Optimization or Cryptography are particularly encouraged to apply. The department's web page can be found at <http://www.math.sfu.ca>. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities should be sent by January 15, 2005, to: Industrial Mathematics Search, Department of Mathematics, 888B University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. Email: math500@sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank you for your interest and encourage those short-listed will be contacted. The positions are subject to final budgetary approval.

MATHEMATICS – University of Waterloo. The Faculty of Mathematics at the University of Waterloo invites applications for up to three tenure-track positions in the area of finance, operations research, business logistics, business process control, statisti-

cal applications in business, and information systems applied to business. Applicants at all levels will be considered. The successful candidates will be appointed as regular faculty in the Department of Combinatorics & Optimization, the School of Computer Science, or the Department of Statistics & Actuarial Science, as appropriate. These are the academic units participating in the Mathematics Faculty's business-related programs (namely, Actuarial Science, Operations Research, Math/Chaired Accounting, Math/Business, and the Math/BBA Double Degree program, jointly offered with the School of Business and Economics at Wilfrid Laurier University). A PhD in a relevant discipline is required, with evidence of, or potential for, excellence in teaching and research. The successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, to participate in undergraduate teaching in support of the business-related programs, and to contribute to their administration. Applications should be directed to: Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by December 20, 2004. Application materials should include a curriculum vitae and the names and addresses of at least three referees. Submissions via email to jag@uwaterloo.ca are encouraged. The start date of the position is negotiable. The positions will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions.

MATHEMATICS – Simon Fraser University. The Department of Mathematics at Simon Fraser University invites applications for two tenure-track positions at the Assistant Professor level starting September 1, 2005. In exceptional circumstances an appointment at a more senior level may be possible. We seek applicants with outstanding, independent research programs and a strong

commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. We are building a program in Industrial Mathematics and Operations Research at our Surrey Campus. Strong candidates in related areas, especially with expertise in Optimization (linear, nonlinear, continuous, stochastic) or Queueing Theory are particularly encouraged to apply. The department's web page can be found at <http://www.math.sfu.ca>. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities. Applicants, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities should be sent by January 25, 2005, to: Survey Industrial Mathematics and Operations Research Search, Department of Mathematics, 888B University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. Email: math500@sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance, only those short-listed will be contacted. The positions are subject to final budgetary approval.

MATHEMATICS & COMPUTING SCIENCE – Saint Mary's University. The Department of Mathematics and Computing Science at Saint Mary's University invites applications for a tenure-track position in Mathematics or Computer Science, to begin July 1, 2005. Saint Mary's offers one of the most dynamic primarily undergraduate universities in Atlantic Canada. Students graduate with teaching and training is available via the Masters in Applied Science program. The successful candidate will be expected to teach a variety of Mathematics courses primarily at the undergraduate level as well

as conduct research. Salary will be competitive and depend on qualifications and experience. The successful candidate should have a PhD and have demonstrated potential for, and a strong commitment to, both research and teaching in Mathematics. Applications should include a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Mathematics Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5035; Email: search.math@smu.ns.ca. The deadline for applications is February 15, 2005. However, applications will continue to be considered until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Applicants are encouraged from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

MATHEMATICS & STATISTICS – Carleton University. The School of Mathematics and Statistics at Carleton University invites applications for a tenure-track faculty position at the rank of Assistant Professor in Applied Statistics, starting July 1, 2005. Applicants should have a PhD in Statistics or related areas, and a strong commitment to excellence in research and teaching. The School is particularly interested in candidates who are active in the areas of Biostatistics or Computational Statistics. The successful candidate will be expected to develop a strong, externally funded research program, supervise students, and develop and teach undergraduate and graduate courses. More information about the school can be found at <http://www.math.carleton.ca>. Applications (hard copies only) including a curriculum vitae, three letters of reference, and up to four sample publications should be sent to: Dr. Y. Q. Zhao, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada; Fax: (613) 520-3536; Email: ms-atd@math.carleton.ca. Consideration of applications will begin on December 15, 2004 and continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

MECHANICAL & MATERIALS ENGINEER – University of Western Ontario. Applications are invited for a probationary tenure-track position in the area of Micro-Electro-Mechanical Systems (MEMS) or Nanoelectro-Mechanical Systems (NEMS). This is a joint appointment between the Departments of Mechanical & Materials Engineering (<http://www.eng.uwo.ca/mechanical>) (home department for the successful candidate) and Electrical & Computer Engineering (<http://www.eng.uwo.ca/electrical>). Depending on the qualifications and experience, appointment can be at the Assistant Professor (probationary tenure-track) or Associate Professor (probationary tenure-track) rank. The successful candidate will be expected to develop a strong, externally funded research program, supervise students, and develop and teach undergraduate and graduate courses. More information about the school can be found at <http://www.math.carleton.ca>. Applications (hard copies only) including a curriculum vitae, three letters of reference, and up to four sample publications should be sent to: Dr. Y. Q. Zhao, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada; Fax: (613) 520-3536; Email: ms-atd@math.carleton.ca. Consideration of applications will begin on December 15, 2004 and continue until the position is filled. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

track rank. The Departments of Mechanical & Materials Engineering and Electrical & Computer Engineering have a PhD requirement in the Faculty of Engineering (<http://www.eng.uwo.ca>), which has over 85 faculty and 60 staff members, and a total student body that exceeds 1500 undergraduates and 400 graduate students. Situated in picturesque London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, the University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (<http://www.uwo.ca/research/about.html>). Embracing this mission, Western Engineering is presently undergoing a rapid expansion (see Research Plan at <http://www.eng.uwo.ca>) and exciting new opportunities are developing. We seek energetic and dynamic candidates who will be able to positively contribute to both Departments. The successful candidate will have an appropriate PhD degree and will have a demonstrated outstanding record of research and publication. The successful candidate will be expected to maintain an ongoing vigorous research program, collaborate with existing faculty, attract external research funding, supervise graduate students in the area of MEMS/NEMS, and as a candidate will be expected to participate in the normal administrative activities of the Departments, Faculty and University. Commitment to or eligibility for citizenship as a Professional Engineer in Ontario is required for this appointment. Those applying for these positions should forward curriculum vitae and the names and addresses of three referees to: Acting Chair, c/o C. Series, Administrative Assistant, Department of Mechanical and Materials Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: cseser@eng.uwo.ca. Consideration of applications will commence on January 15, 2005, and will continue until the position is filled. Positions are subject to budget approval. Applicants should have a PhD in Mechanical and/or Electrical Engineering, and strong communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and aboriginal peoples, visible minorities, aboriginal people and persons with disabilities.

Mechanical Engineering – University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank in the area of Experimental Fluid Mechanics, information technology, or other areas. The Department can be found at <http://www.eng.uwaterloo.ca> and <http://mecheng1.uwaterloo.ca>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, biomimetic flow, microfluidics, thermo-acoustics and flow

RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

FACULTY OF COMMUNITY SERVICES

TENURE-STREAM AND LIMITED TERM FACULTY POSITIONS

The Schools of Child and Youth Care, Early Childhood Education, Nursing, Nutrition, Social Work, and Urban and Regional Planning are six of ten Schools that comprise Ryerson University's Faculty of Community Services. These Schools are leaders in education and research for the advancement of progressive, collaborative professional practice. Their undergraduate degree programs, offered to a very diverse full- and part-time student population, have earned a reputation for excellence and are noted for innovative teaching with a strong emphasis on experiential learning. Faculty members are actively engaged in mission-relevant scholarly research and creative activities and programs. Our faculty contribute to several University graduate programs, and new graduate programs are currently under review. Currently we are seeking faculty to fill a number of tenure-track positions at ranks commensurate with qualifications. All positions are subject to final budgetary approval.

SCHOOL OF CHILD AND YOUTH CARE

The School offers a part-time degree completion program, using a variety of course delivery methods, including evening, web-based and intensive formats. The School requests applications for a limited term faculty position, effective April 1, 2005 to July 31, 2006. Candidates must possess a diploma or degree in Child and Youth Care, have field experience, or be near completion of a PhD, and have field experience. Post-secondary teaching experience is preferred. We seek candidates with demonstrated familiarity with current theory, research and practice in child and youth care, particularly in the areas of therapeutic intervention, professionalism and communication skills. Address applications to: Dr. Carol Stuart, Director, School of Child and Youth Care. E-mail: csu@ryerson.ca.

SCHOOL OF EARLY CHILDHOOD EDUCATION

Qualified applicants will have completed or nearly completed a doctorate in Early Childhood Education or a related field. We are looking for candidates with experience in post-secondary teaching and a record of research and publication focusing on curriculum for the early years, child development, diversity and inclusion. Early primary teaching and field placement supervision experience would be an asset. Address applications to: Dr. Dale Shipley, Director, School of Early Childhood Education. E-mail: dshipley@ryerson.ca.

SCHOOL OF NURSING

A number of tenure-track positions are available to individuals with experience in a variety of nursing specialties. Your career goals must include teaching in a baccalaureate or master's program while maintaining an active nursing research agenda focused on the advancement of nursing leadership, health-care policy and education, or the health of individuals, families, communities and global populations. You must possess, or be eligible for, registration as an RN with the College of Nurses of Ontario, hold a master's degree in Nursing or Health Sciences, and have completed, or be near completion, a doctoral program. Address applications to: Dr. Kileen Tucker-Scott, Director, School of Nursing. E-mail: ktscott@ryerson.ca.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

SCHOOL OF NUTRITION

The School offers a learner-centred program in Nutrition and Food within a health promotion framework that reflects a diverse, urban environment. The School requests applications for a tenure-track position beginning in July 2005. Candidates must have completed a doctoral degree in a health-related discipline, with at least one degree earned in Nutrition Studies (or a closely allied field). Address applications to: Dr. Janet Chappell, Director, School of Nutrition. E-mail: jchappell@ryerson.ca.

SCHOOL OF SOCIAL WORK

Applicants must bring a doctorate (completed or in progress) in Social Work or a related field; a capacity to work across human diversity, with vulnerable populations; a commitment to anti-oppressive perspectives; demonstrated experience in social/community work with Aboriginal peoples and agencies; and a record of collaborative community research that builds knowledge for progressive social work education and practice. Address applications to: Dr. Akua Benjamin, Director, School of Social Work. E-mail: abenjam@ryerson.ca.

SCHOOL OF URBAN AND REGIONAL PLANNING

The School offers a tenure-stream position for a faculty member with expertise in the following areas: land use planning, planning methods, planning theory, and ethics and diversity. Applicants should hold a degree in Planning, and a doctoral degree, and preferably have recent planning experience. They must demonstrate clear potential for high-quality teaching, as well as research, publication and practice. Eligibility for membership in the Canadian Institute of Planners is expected. Address applications to: Dr. James H. Mars, Director, School of Urban and Regional Planning. E-mail: jmars@ryerson.ca.

Additional information about each School and qualifications is found on www.ryerson.ca/working/. Please send all applications by Friday, January 14, 2005, to: Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Although applications will be accepted until the positions are filled, only those submitted by the due date are assured full consideration.

UNBC

College of Arts, Social & Health Sciences

Instructor Position, Anthropology Program (Full-time Term Position)

The University of Northern British Columbia invites applications for a full-time term Instructor position within the Anthropology Program, to teach during the Fall 2005 and Winter 2006 semesters. This is an initial 1-year appointment, but may be renewed for a further 2 years based on budgetary approval. Emphasis will be on hiring a Social Anthropologist to teach six courses (3 courses per semester). Candidates should possess a Ph.D. in a relevant discipline (or be near completion) and demonstrate the capability for effective undergraduate teaching.

UNBC's core campus is located in Prince George – a city of 80,000 people in the heart of British Columbia. Prince George provides easy access to world-class outdoor recreation; canoeing, hiking, mountain biking, skiing, camping, and fishing are all in close proximity to the city center. The community is very supportive of family oriented activities, and has a strong cultural life, which includes a modern art gallery, theatre arts and symphony orchestra.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting competition #FA3N30-04(B) to: Dr. J. Howard Brunk, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Jim McDonald, Chair of the Anthropology Program, at Telephone (250) 960-6698 or Email mcdonald@unbc.ca. Electronic submissions of CVs can be forwarded to: FacultyRecruitment@unbc.ca.

Applications received on or before January 25, 2005 will receive full consideration; however, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

CAREERS CARRIÈRES

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OPTOMETRY — University of Waterloo. The School of Optometry at the University of Waterloo is widely recognized for programs in both clinical training and research. Our annual research budget exceeds 7 million dollars. Applications are now being accepted for two postdoctoral (tenure track) positions at the Assistant/Associate/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, lens sciences and/or contact lenses. Eligibility for optometric licensure in the province of Ontario would be an asset but not

a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Bobier, Director, School of Optometry, University of Waterloo, Waterloo, ON Canada N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities. However, Canadian citizens and permanent residents will be given priority.

ORGANIZATIONAL BEHAVIOUR/ORGANIZATIONAL THEORY — University of Waterloo. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a

tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behaviour and/or Organizational Theory. We are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in areas such as the study of technology based companies, the organizational and behavioural aspects of innovation, entrepreneurship and technological change, or the implications of information technology on organizations. An interdisciplinary research approach (e.g. using organizational behaviour/theory with economics, operations research or information systems) and a background in engineering or sciences are very desirable. A complete description of

the Department of Management Sciences can be found in the department Web site at: <http://www.mgmtsci.uwaterloo.ca/index.html>. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at <http://www.chairs.gc.ca/>. UW is a Canadian leader in research, and prides itself on close cooperation with industry through its co-op programs, research contexts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will continue until the position is filled. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: Inquiries@manager.uwaterloo.ca.

the Department of Pathology and Laboratory Medicine faculty member to participate in the diagnostic service and academic activities of the Department. As well as performing clinical and diagnostic services, you will be expected to participate in undergraduate, resident and fellowship teaching within the Department, and to participate in committees, rounds, peer reviews relating to pathology. You will also be encouraged to further the Department through basic or collaborative clinical research and to present your work at national and international meetings. A dedicated Paediatric Pathologist with experience and expertise in paediatric surgical and autopsy pathology with subspecialty interests. Your strong interpersonal and communication abilities, as well as your commitment to service, education and research, will enhance your contribution to our team. The appointment may be at any level including Head for the Anatomic Pathology Program. This key leadership role will see you assume responsibility for the clinical, technical, scientific, administrative and educational activities with the Program. You have administrative experience, superior communication abilities, a proven track record in Program management and evidence of academic productivity that will enhance the Department's reputation as a major centre for paediatric, embryofetal and obstetric pathology. Candidates must be eligible for licensure in British Columbia and certified by the Royal College of Physicians and Surgeons of Canada or equivalent. Salary and rank will be commensurate with experience. Academic rank, dependent on qualifications, will be recommended through the Department of Pathology and Laboratory Medicine. Clinical appointments may also be considered for appropriate candidates. UBC and its affiliates hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents will be given priority. If you have been searching for a high profile role where you can really make a difference, consider making the move to the Children's and Women's Health Centre of British Columbia in Vancouver, B.C. Located between the Pacific Ocean and the Coastal Mountains, Vancouver is home to a wide range of world-class cultural, recreational and natural attractions year-round. It has also been ranked as one of the world's most livable cities and offers residents an unsurpassed quality of life. The opportunity to share in Vancouver's awe-inspiring scenery and exciting lifestyle, while enjoying the challenge and excitement of working in this leading-edge provincial facility, makes Vancouver a wonderful place to call home. Become one of our recognized pediatric leaders and excel in this rewarding clinical and research based role. Internationally renowned for physician placements, we welcome your enquiry to explore the opportunities we have to offer. Competitive compensation package offered including relocation assistance. Forward your curriculum vitae including references by December 31, 2004 to: Gillian Lochich, MBChB, MD, FRCP, Professor and Acting Head, Department of Pathology & Laboratory Medicine, 6227-2211 Westbrook Mall, Vancouver, BC V6T 2S5. Discover more about C&W and UBC by visiting us at www.ubc.ca and www.ubc.ca.

The University of Waterloo wishes to honour an internationally acclaimed feminist philosopher and to provide a significant learning opportunity to students and colleagues at the University. The Humphrey Professorship in Feminist Philosophy, Department of Philosophy, University of Waterloo, is a visiting professorship endowed by Dr. Anne Humphrey-Minns. The Humphrey Professor in 2003 was Dr. Christine Overall (Queen's University), and in 2004, it was Dr. Marilyn Frye (Michigan State University). The period of the professorship is for two terms of the Canadian academic year (Fall, Winter, Spring). Teaching duties include a senior level course in contemporary feminism, and some public lectures. Nominations and applications for 2006, 2007 and 2008 are now open and will be received any time. The deadline for a given year is January 1 of the previous year. Please list the academic accomplishments of the nominee/ applicant and send a letter of support from the Philosophy, University of Waterloo, ON, Canada N2L 3G1.

PHILOSOPHY — Luther College. Applications are invited for a tenure-track position at the Assistant Professor level in Philosophy at Luther College, a liberal arts college of the University of Regina. Candidates should have a doctorate, completed or near completion. The successful candidate will teach introductory courses in philosophy and logic as well as upper level and graduate courses in the candidate's specialty. All areas of teaching competency will be considered with priority given to one or more of the following: philosophy of religion, ethics, history of philosophy (western, continental), and/or feminist philosophy. The successful candidate should also have a demonstrated interest in undergraduate teaching, potential for research and an interest in the context of a Christian, liberal arts college. A copy of the College's educational goals is available upon request and further information about the College can be obtained at: <http://www.luther.edu>.



DEAN, FACULTY OF MEDICINE MCGILL UNIVERSITY

Founded in 1821, McGill University has built a global reputation for academic and research excellence across a wide-ranging number of faculties that distinguishes it as Canada's most international university.

McGill's Faculty of Medicine is one of the world's leading medical faculties and plays a prominent role at McGill, accounting for about one third of the university's teaching complement and about a quarter of the university's budget. It is closely linked to a network of affiliated teaching hospitals and a newly established regional network of healthcare institutions.

The Dean assumes the academic, financial and operational leadership of the Faculty, which includes, in addition to medicine, nursing, physical and occupational therapy, communication disorders and speech therapy. Key priorities of the position include:

- Academic development, including recruitment of exceptional teaching and research talent to further enhance the Faculty's academic excellence in teaching and research.
- Strategic leadership within the context of an evolving healthcare system, prioritizing key initiatives and clarifying the roles and complementarities of each of the institutions in the network.
- Government and external relations, promoting the Faculty among key constituencies and navigating through various channels to resolve complex healthcare issues. In this regard, the Dean will act as initial Chair of the new regional healthcare network (RUIS).
- Enhancement of the Faculty's financial position including involvement in fundraising activities, government funding policies and innovative revenue generating initiatives.

The successful candidate will be a highly respected academic, accomplished in research, teaching and clinical affairs and with outstanding leadership capabilities and a participative management style. Possessing MD and, ideally, PhD degrees from leading universities, noteworthy scholarly and intellectual credentials and a strong international research profile, this person must have knowledge of French or the willingness and ability to become proficient in French. Candidates should have a proven track record of addressing the position's priorities as listed above or a clear indication that they possess the required competencies.

This appointment, which will take effect summer 2005, is based in Montreal.

Applications, which will be treated in strict confidence, should be directed to:

Egon Zehnder International Inc.
1 Place Ville Marie, Suite 3310
Montreal, QC H3B 3N2.
Tel.: (514) 876-4249
Fax: (514) 866-0853
E-mail: ezimontreal@ezinet.net

Egon
Zehnder
International

McGill is committed to equity in employment.



Simon Fraser University School of Computing Science Canada Research Chair (Tier I)

The School of Computing Science at Simon Fraser University is seeking candidates for a Canada Research Chair (CRC) Tier I senior-level faculty position. Applicants are expected to have a truly outstanding research program with a strong record of publication, research funding, and graduate student supervision. Applicants also must have a strong commitment to excellence in teaching. The School is interested in candidates in systems, application and foundational areas. We also have a special interest in interdisciplinary areas. However, higher priority will be given to the overall excellence of the candidate's work than to any specific area. Additional information about the CRC chairs can be found at www.chairs.gc.ca.

Simon Fraser University is consistently one of the top ranked universities in Canada. The School of Computing Science currently has approximately 200 Ph.D. and M.Sc. students, 700 undergraduate majors, and 54 faculty members. The School is in the midst of a phase of strong growth. As part of the "Doubling the Opportunities" program of the government, both the number of faculty and students are to be significantly increased.

The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city, located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and Canadian Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled; however to be assured consideration by the search committee, applications must be received by February 15, 2005. For updated information see www.cs.sfu.ca.

Applicants should send a CV, reprints of representative publications and names of six references to: CRC Search, School of Computing Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C., Canada V5A 1S6. Email: cresearch@cs.sfu.ca.

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Jewish Education/ Jewish Studies TENURE-STREAM FACULTY POSITION

The Faculty of Education and the Faculty of Arts invite applications for a joint tenure-stream position in Jewish Education/Jewish Studies at the Associate or Assistant Professor level.

The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with the Toronto Jewish schools, with the Toronto Board of Jewish Education, and with colleagues in related areas of the University. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Faculty of Arts offers courses in many disciplines, as well as a large number of interdisciplinary courses and programs. The Jewish Studies Program includes courses in Humanities, Hebrew, History, Sociology, Psychology, Social Science, Women's Studies, and Film. Among its special interests are classical Judaism, Jewish thought, Canadian Jewry, and Sephardi Jewry. Teaching, research and outreach activities in Jewish Studies are co-ordinated through York's Centre for Jewish Studies, where there are 40 affiliated full-time faculty members and three endowed chairs. Applicants are invited to visit the Faculty's website at www.arts.yorku.ca.

Candidates should have completed a doctorate in Jewish Education or a related field of Jewish Studies, and have knowledge of classical Judaism, and complete fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to: establish a strong program of scholarly research in Jewish education; teach at the undergraduate and graduate levels in the Faculty of Education and Jewish Studies; supervise student teachers; be prepared to assume the co-ordination of the program in Jewish Teacher Education; participate in a professional development program; and, be willing to take a role in the leadership of York's Centre for Jewish Studies.

Initial rank and salary will be commensurate with qualifications and experience. If the candidate is appointed at the Associate Professor level, he/she will immediately be appointed Koschitzky Family Chair in Jewish Teacher Education. If the initial appointment is at the Assistant Professor level, the candidate will be eligible to be appointed to the chair after receiving promotion to Associate Professor.

Applicants should submit a detailed letter of application describing the candidate's qualifications and research in relation to the advertised position and to the context described above, a curriculum vitae, one sample of scholarly writing, and arrange for three referees to send letters of recommendation, by January 31, 2005, to: Dr. Paulo Azeiteiro, Dean of Education, Faculty of Education, York University, 5653 Ross Building, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted. The appointment will commence on July 1, 2005. All positions at York University are subject to budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at www.yorku.ca/acadjobs.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

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luthercollege.edu. Responsibilities include teaching, research, committee work and contributing to the campus community. The starting date is July 1, 2005. As soon as possible thereafter. Applications should include a curriculum vitae outlining disciplinary training, teaching experience, publications and conference presentations; applicants should also arrange for three letters of reference to be sent to the address below. A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context should also be included. Applications should be sent to: Dr. Brian Hills, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Luther College is committed to a merit-based policy and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and persons with disabilities. Deadline for applications is January 14, 2005 or when the position is filled.

■ **PHILOSOPHY** – Carleton University, Department of Philosophy, Carleton University, Ottawa, Ontario, Canada, seeks to fill the position of Assistant Professor in Ethics and Public Affairs, at the rank of Professor or Associate Professor. This is a tenure-track appointment and dependent on budgetary approval. Starting date is negotiable, preferably 2005 July 1. Areas of Specialization: Ethics and political philosophy, including the application of ethics to public policy issues. Areas of Completion: open. Ordinary yearly teaching load is 2-3 plus work with graduate students. The position is full-time and will be appointed in Philosophy (<http://ndeu.carleton.ca/philosophy/>) and will be expected to play a leading role in further development of the Institute for Values and Ethics (<http://www.carleton.ca/ivae/>). Carleton University is a research-intensive university in Canada's capital and offers a full range of graduate programs, including a Masters in Philosophy and a PhD in Cognitive Science. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be considered first. The University is committed to equality of employment for women, aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to Jay Drydyk, carletonica@carleton.ca. Applications with c.v., names of three or more referees, statements of research, and evidence of excellence in teaching should be sent to: Prof. Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Review of applications begins in December 2004 and will continue until the position is filled.

■ **PHILOSOPHY** – St. Thomas More College, The Department of Philosophy at St. Thomas More College (STM), a Catholic College in the Basilian tradition federated with the University of Saskatchewan (U of S), invites applications for a tenure-track position in ethics at the level of Assistant Professor, commencing July 1, 2005. The STM Department of Philosophy offers its own undergraduate program in ethics as well as collaborates with the U of S Department of Philosophy. The successful candidate will have a PhD completed (or in completion) in Philosophy with an established specialization in ethics, with either a virtue ethics or Thomistic approach to the discipline. The candidate will be expected to develop and maintain an active program of research and will contribute to the education and training of undergraduate and graduate students. The successful candidate will be expected to teach courses in ethical theory and critical problems as well as courses in the department. Applicants must send (1) a letter describing teaching and research strengths, (2) a curriculum vitae detailing background preparation, publications (attach sample publications), and documenting teaching experience and ability (include teaching evaluations), as well as (3) arrange for three confidential letters of reference. On December 1, 2004, we will begin to consider completed files and to arrange interviews. Interested candidates should submit application materials to: Dr. C. St. Hilaire, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6. Inquiries may be directed by email to stthomasmorecollege.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. For more information on the Philosophy Department and St. Thomas More College visit <http://www.usask.ca/stm/> or contact Dr. St. Hilaire at 306-966-8934 or by email at the address above.

■ **PHYSICAL EDUCATION & KINESIOLOGY** – Brock University. The Department of Physical Education and Kinesiology is seeking qualified applicants with experience in Physical Education pedagogy and curriculum development for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2005. The successful applicant must be qualified to teach in at least one or more of the following areas: observational movement techniques, applied movement activities (e.g., dance, educational gymnastics, games, fitness), and school-based physical activities for educators. A background in secondary education and the ability to teach courses related to administration, coaching, and qualitative research methods are assets. Applicants should have a completed doctorate, an established research profile, and the potential to secure external funding for research. This position is subject to final budgetary approval. The closing date for applications is January 14, 2005. The review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names, addresses and contact information of three references to: Dr. Danny Rosenberg, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Email: danny.rosenberg@brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is com-

mitted to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are encouraged equally to apply. More information on Brock University and the Department of Physical Education and Kinesiology can be found on the University's website www.brocku.ca.

■ **PHYSICS** – Wilfrid Laurier University. The Department of Physics and Computer Science invites applications for tenure-track positions in physics, effective July 1, 2005, subject to budgetary approval. The Department wishes to strengthen its interests in photonics, computational physics, and computer electronics. Current research areas include fibre optics and quantum physics and chaos, and quantum information and computation. The University is a founding member of SHARNET, a shared hierarchical academic research computing network operating within the province. Candidates must have a PhD degree in physics or in a closely related field, be able to provide evidence of a commitment to and superior ability in teaching, and have an active research program with strong potential for external funding. Applicants should submit a curriculum vitae, statements of research and teaching interests, and arrange to have three letters of reference sent to: Dr. Siu-Chung Chai, Chair, Department of Physics and Computer Science, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Email: chai@wlu.ca. Applicants will be considered as soon as their files are complete and until the positions are filled. The University is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **PHYSICS** – University of Toronto. The Department of Physics at the University of Toronto is pleased to announce the search for a tenure stream appointment in Solid Earth Geophysics at the rank of Assistant Professor. The starting date is on or after July 1, 2005. We seek exceptional candidates with interests in any field of Solid Earth Geophysics. The geophysics group currently consists of researchers with di-

verse interests in the fields of geodynamics, tectonophysics, planetary physics, seismology, exploration geophysics, marine geophysics, geomagnetism and climatology. For more information, we invite prospective candidates to visit our homepage at <http://www.physics.utoronto.ca/geophysics/>. For this position, we seek candidates with a PhD in Physics or a related field, and proven excellence or outstanding potential in research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications only, including a curriculum vitae, list of publications, research plan, and arrange for three letters of reference, to be sent to: Professor Michael Luke, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Canada M5S 1A7. Applications will be reviewed beginning January 30, 2005 until the position is filled. Those received by January 30, 2005 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICS** – University of Toronto. The Department of Physics at the University of Toronto is pleased to announce the search for a tenure stream appointment in Experimental Condensed Matter Physics, with a starting date of July 1, 2005 or thereafter. The search is open to all ranks. The successful candidate will join an outstanding group of experimental and theoretical faculty with related interests. Currently among these interests are strongly correlated electronic systems and quantum nanomaterials. The new experimental appointment will also join a strong group of existing experimental and theoretical faculty in quantum optics, cold atoms, quantum information, photonics, particle physics, cosmology, and string theory. We invite prospec-

tive candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and proven excellence or outstanding potential in both research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications only, including a curriculum vitae, list of publications, research plan, and arrange for three letters of reference, to be sent to: Professor Michael Luke, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, ON M5S 1A7. Applications will be reviewed beginning February 15, 2005 until the position is filled. Those received by February 15, 2005 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICS** – University of Waterloo. As part of its ongoing expansion in astrophysics and cosmology, the Department of Physics at the University of Waterloo, invites applicants for one of two positions at the Assistant (tenure-track), Associate, or Full Professor level. The successful candidate will oversee or complement the strengths of the astrophysics group in extragalactic astrophysics, cosmology, and star formation. The position is open to the astrophysics group with strengths in computational astrophysics, as well as

observers, particularly those involved in instrumentation. The Astrophysics and Gravitation Group at Waterloo consists of 9 faculty members. The University of Waterloo is a member of the SHARNET consortium for High Performance Computing; faculty members have full access to SHARNET facilities, which will include several machines in the top 100 list. We also maintain close contacts with the Perimeter Institute for Theoretical Physics. More information about the Physics Department and about the Astrophysics and Gravitation Group can be found at <http://www.science.uwaterloo.ca/physics> and <http://astro.uwaterloo.ca>, respectively. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior level applicants must be able to demonstrate excellent potential for research. Salary range will be commensurate with qualifications and

Tenure-Track Position Education – Learner Assessment and Evaluation

Mount Saint Vincent University's Faculty of Education is the largest pre-service and graduate education program in Nova Scotia. Over 30 faculty teach in the B.Ed in Elementary and Secondary Education and eight different Masters of Education programs. The Faculty of Education provides a creative environment for research, teaching and community outreach. For further information about the Faculty, see <http://www.msvu.ca/education>.

The Faculty of Education is seeking a colleague with expertise and experience in classroom/learner assessment and evaluation with an emphasis on the evaluation of the multiple ways learners represent their knowledge. The successful applicant also should be one who is able to support others in the areas of measurement, evaluation, research and alternative assessment. The focus for teaching at the graduate and BEd levels will be on student learning, assessment and evaluation of learning, measurement and evaluation, and in the area of educational assessment. Desired qualifications in addition to a doctorate in education appropriate to the position include classroom-based experience and/or experience as an educational consultant, a background in teacher-designed measures, and a clear understanding of learner outcomes and curriculum expectations in Nova Scotia and Canada. Additional desirable knowledge and experience in the area of research methods would be an asset. Workload will include research, teaching and collegial service. Salary and benefits are in accordance with the MSVU Collective Agreement. All positions are subject to final budgetary approval.

Applications should include statement of research and teaching interests, curriculum vitae and the names of three references. Please send applications to the Faculty of Education, Mount Saint Vincent University, Halifax, NS B3M 2J6 (ruthann.brown@msvu.ca). The Faculty will begin considering applications on February 7, 2005; all positions remain open until filled.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadians and permanent residents.

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www.msvu.ca

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Tenure-Stream Faculty Position PUBLIC SECTOR MANAGEMENT

The Schulich School of Business is seeking a tenure-stream faculty member in Public Sector Management at the Assistant or Associate Professor level, effective July 1, 2005, subject to budgetary approval. Candidates should: have a strong commitment to scholarly research and publication and effective teaching (for senior appointments), a record of publication in high-quality refereed journals, and evidence of effective teaching are required; be qualified to teach public sector management, particularly comparative international management, and actively contribute to various international programs in the Schulich School of Business and the work of the Canadian Centre for German and European Studies at York University; have the ability to teach in a multidisciplinary course in German studies. In addition to excellent communication skills in English and French, candidates must have the ability to conduct original research in German.

Salary and benefits are competitive. Applicants should send an application letter and a curriculum vitae, by December 15, 2004, to: Dr. J. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, Seymouir Schulich Building, Suite 302N, Toronto, Ontario, Canada, M3J 1P3.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



Schulich
School of Business
York University



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Department of Civil Engineering University of Toronto Assistant Professor Geomatics Engineering

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the rank of Assistant Professor in the area of Geomatics Engineering. The appointment to this position will be made 1 July 2005, or as soon as possible thereafter. The successful candidate will be expected to make a significant research contribution within a research cluster which currently emphasizes computational geomechanics, engineering geophysics, mineral engineering, fracture and flow of geomaterials. This position will focus on research in, and application of, satellite remote sensing techniques including INSAR/GPS for Civil, Mineral and Urban Engineering.

Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research excellence in the university environment. The successful candidate will be expected to conduct innovative research, supervise graduate students, and teach postgraduate and undergraduate courses in his/her field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience.

Applicants should send by February 1, 2005 a detailed resume, a statement concerning research, teaching and professional interests, and a list of at least four referees to: Professor R. Paul Young, Chair of the Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB 107, Toronto, Ontario, M5S 1A4; www.civil.engineering.utoronto.ca.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MALASPINA University-College

Research Chairs

Molopino University-College, located on beautiful Vancouver Island, is accepting proposals for two Research Chairs:

B.C. Regional Innovation Chair in Aboriginal Early Childhood Development

B.C. Regional Innovation Chair in Tourism and Sustainable Rural Development

For full details please click on Employment Opportunities (Employment Postings, MFA) on the Malaspina University-College website www.mala.ca



Malaspina
University-College

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
(250) 751-1040

WWW.MALA.CA

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experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, CANADA, N2L 3G1; Tel: (519) 888-4567; Fax: (519) 888-4567; Email: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

PHYSICS – University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the areas of experimental condensed matter physics and the theoretical condensed matter physics to begin in September 2005. Candidates in all areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in problems pertaining to quantum phase transitions and quantum criticality, computational condensed matter theory, superconductivity in solid state systems, strongly correlated quantum spin and/or electron systems, spectroscopic techniques (NMR, Raman, muSR, neutron), and transport and bulk properties of strongly correlated electron and spin systems. Further information about the Department can be found on our web page: <http://www.science.uwaterloo.ca/physics>. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through post-doctoral experience and promise to excel in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567; Fax: (519) 888-4567; Email: physics@uwaterloo.ca. Applications

will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page: <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS – University of Waterloo. The Department of Physics, University of Waterloo, and the Perimeter Institute of Theoretical Physics invite applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible), also serving as an Associate member of the Perimeter Institute, in the areas of theoretical condensed matter physics to begin September 2005. We are seeking candidates with demonstrated broad interests in theoretical condensed matter physics and statistical mechanics and who can complement the current areas at the University of Waterloo and interact with the researchers at Perimeter Institute. Research interests include quantum foundations, quantum gravity and string theory. We are particularly interested in candidates with research interests in quantum phase transitions and quantum criticality, theory of decoherence in the solid state, strongly correlated fermions, and advanced computational techniques applied to the combination of statistical mechanics problems, string theory, and loop gravity. The successful applicant will also have the opportunity to participate in activities at the Institute for Quantum Computing. Further information about the Department of Physics and the Perimeter Institute can be found at <http://www.science.uwaterloo.ca/physics> and <http://www.perimeterinstitute.ca>, respectively. Applicants must have a PhD degree, a record of research accomplishments of the highest caliber, normally including postdoctoral experience, and promise to excel in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567; Fax: (519) 888-4567; Email: physics@uwaterloo.ca. Applications

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Discover a career in the Northern Ontario School of Medicine

FACULTY POSITIONS

A new medical school and joint venture of Laurentian and Lakehead Universities, the Northern Ontario School of Medicine has main campuses in Sudbury and Thunder Bay, and multiple teaching and research sites distributed across Northern Ontario.

The Medical School invites applications for tenure-track or tenured positions. The faculty at the Medical School are distributed among the Medical Sciences, Human Sciences and Clinical Sciences Divisions. Appointments will be at the rank of Assistant, Associate or Full Professor. Successful candidates will be expected to teach undergraduate medical students in a case-based curriculum, undertake externally-funded innovative research, and participate in administrative activities. The minimum requirements are a Ph.D. or equivalent, teaching experience at the university level, and demonstrated experience in research. Experience in teaching small groups and a record of interdisciplinary teaching and research will be considered an advantage. Remuneration is competitive and will be based on qualifications and experience. Applications will be considered beginning January 24th, 2005 and all positions will remain open until filled. Successful applicants will be expected to take up their positions by July 2005.

Medical Sciences Division – 4 positions

Applications are invited from qualified individuals for the following positions: immunologist (Thunder Bay location); haematologist (Thunder Bay location); physiologist/developmental biologist, with expertise in the anatomy and physiology of the human reproductive system (Sudbury location); physiologist, with expertise in the anatomy and physiology of the digestive system and capable of teaching musculoskeletal anatomy (Thunder Bay location).

Human Sciences Division – 2 positions (in either location)

Applications are invited from qualified individuals with experience in one or more of the following areas: aboriginal health; biostatistics; francophone health; gerontology; health economics and policy; medical anthropology; medical ethics; medical geography; medical sociology; mental health and/or supportive care and/or spiritual health; northern and rural health; public health; program evaluation.

Inquiries should be directed to:

Medical Sciences Division
Dr. Garry Ferroni
Northern Ontario School of Medicine
East Campus at Laurentian University
Phone: (705) 662-7222
Email: garry.ferroni@normed.ca

Further information about the Northern Ontario School of Medicine is available at <http://www.normed.ca>. Candidates are invited to submit an application* quoting competition number 2004-S8-KG or 2004-S9-KG to:

Northern Ontario School of Medicine
Attention: Human Resources
935 Ramsey Lake Road, Sudbury, ON P3E 2C6
Email: Human.Resources@normed.ca



* Applications should include a letter confirming the applicant's understanding of the educational philosophy of the Medical School, a curriculum vitae, evidence of teaching and research experience, one to three representative publications, and the names of three referees who may be contacted with the approval of the applicant.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Northern Ontario School of Medicine is committed to employment equity, welcomes diversity and encourages applications from all qualified applicants, including women, individuals within visible minorities, aboriginal persons, and those with disabilities.

Competition 2004-S8-KG

Applications are invited from qualified individuals for the following positions: immunologist (Thunder Bay location); haematologist (Thunder Bay location); physiologist/developmental biologist, with expertise in the anatomy and physiology of the human reproductive system (Sudbury location); physiologist, with expertise in the anatomy and physiology of the digestive system and capable of teaching musculoskeletal anatomy (Thunder Bay location).

Competition 2004-S9-KG

Applications are invited from qualified individuals with experience in one or more of the following areas: aboriginal health; biostatistics; francophone health; gerontology; health economics and policy; medical anthropology; medical ethics; medical geography; medical sociology; mental health and/or supportive care and/or spiritual health; northern and rural health; public health; program evaluation.

Human Sciences Division
Dr. Nancy Lightfoot
Northern Ontario School of Medicine
East Campus at Laurentian University
Phone: (705) 675-4883 (messages)
Email: nancy.lightfoot@normed.ca

ing women, members of visible minorities, native peoples, and persons with disabilities. The Physics department, <http://www.science.uwaterloo.ca/physics>, is part of the Faculty of Science and offers excellent potential for research. Salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567; Fax: (519) 888-4567; Email: physics@uwaterloo.ca. Applications received by December 15, 2004 will be given first consideration, however all applications will be considered until the position is filled. We encourage applications from all nationalities. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

PHYSICS – University of Waterloo. Applicants are being invited for one or more tenure-track positions in the Physics Department and the Institute for Quantum Computing. The search is focused on senior experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists or promising younger candidates may also be considered). At least one candidate will hold a research chair for a period of 5 years with a substantial teaching reduction and an additional stipend. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: September 1, 2005. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including

ing women, members of visible minorities, native peoples, and persons with disabilities. The Physics department, <http://www.science.uwaterloo.ca/physics>, is part of the Faculty of Science and offers excellent potential for research. Salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567; Fax: (519) 888-4567; Email: physics@uwaterloo.ca. Applications received by December 15, 2004 will be given first consideration, however all applications will be considered until the position is filled. We encourage applications from all nationalities. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

POLITICAL SCIENCE – University of Windsor. The University of Windsor invites applications for two tenure-track positions in the Department of Political Science in the areas of Political Geography with a specialization in environmental and/or natural resource issues and Comparative Politics or International Relations, with a specialty in Disasters studies at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at <http://www.uwindsor.ca/facultypositions>. Contact Dr. Tom Naylor, Department Head, Department of Political Science, University of Windsor, Windsor, ON N9B 3P4, Phone: 519 253 3000, ext 2347, Fax: 519 972 7094, Email: trajen@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. James Orsick, Director, Faculty Recruitment at 577-665-6608 (toll free) or recruit@uwindor.ca.

POLITICAL SCIENCE – Brock University. The Department of Political Science at Brock University invites applications for a probationary tenure-track appointment in Public Administration, with a strong secondary competence in Canadian Politics. The position is to take effect July 1, 2005. The successful candidate should be able to teach large undergraduate classes, as well as graduate classes, and will be expected to participate in the administrative affairs of the Department. A strong research dossier will also be considered advantageous. Applicants should have a PhD or be near completion. Applications should be submitted by October 1, 2004 and should include a curriculum vitae and the names and addresses of three referees. Applications should be sent to: Professor Jans Orsick, Chair, Recruitment Committee, Department of Political Science, Brock University, St. Catharines, Ontario, Canada, L2S 3A1 (e-mail: j.orsick@brocku.ca). All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance

CAREERS CARRIÈRES

SPANISH – University of Lethbridge. The Department of Modern Languages at the University of Lethbridge invites applications for a probationary tenure-track position in Spanish at the rank of Assistant Professor to begin July 1, 2005, subject to budgetary approval. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. A PhD in Spanish at or near completion is required, with specialization in Peninsular or Spanish American literature or culture and civilization. The successful applicant will have native or near-native fluency in Spanish and English, and some experience teaching Spanish as a second language at the post-secondary level. Competence in computer-assisted language learning would also be an asset. The successful applicant will teach undergraduate Spanish language, literature, and culture and civilization courses at all levels from beginners to advanced. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons. The University offers a non-smoking environment. New Faculty eligible to apply for promotion to full professor. For more information about the University, visit our website at www.uleth.ca. Applications should include a curriculum vitae, research outlines, courses previously taught, teaching evaluations and publications, reprints of preprints, a statement of teaching philosophy, and references. Candidates and names of at least three referees who are scholars in the field. Send this material and arrange for the referees' reference to be mailed directly to: Professor Barbara Dickinson, Acting Chair, Department of Modern Languages, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Telephone: (403) 329-2563, FAX: (403) 329-5181, or e-mail barbara.dickinson@uleth.ca. The closing date for applications is January 31, 2005.

SPEECH-LANGUAGE PATHOLOGY – University of Waterloo. The Department of Communication Sciences and Disorders in the Faculty of Health Sciences at the University of Waterloo invites applications for a probationary tenure-track position, at the rank of Assistant Professor, in Speech-Language Pathology. Outstanding candidates in any of the following areas of the discipline are particularly encouraged to apply: Aging and geriatrics; child language; augmentative and alternative communication; neurogenic and brain injury; resonance; speech motor control; and fluency. The successful candidate will be responsible for developing and sustaining a dynamic program of research, teaching at the graduate and senior undergraduate levels, and providing service to relevant university and community activities. Candidates will be expected to supervise graduate student research. Candidates must hold a PhD degree in Communication Sciences and Disorders or in a related field, post-doctoral research experience would be an asset. Candidates must provide evidence of ability to develop and sustain an independent program of externally funded research. The School of Communication Sciences and Disorders offers graduate-level studies in the disciplines of Audiology and Speech-Language Pathology, leading to Master of Science (MSc) and Master of Clinical Science (MCS) degrees, and participates in an interdisciplinary Doctoral Program in Rehabilitation Sciences. The School maintains the research-oriented, in-house H.A. Leppin Speech and Hearing Clinic that provides for the assessment and treatment of speech, language, voice and hearing disorders, counselling, and related activities. The effective date of the appointment is July 1, 2005. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact information for three referees to: Dr. William G. Webster, Director, School of Communication Sciences and Disorders, Room 4510 Eglar College, University of Waterloo, Ontario N2L 3G1, <http://www.uwaterloo.ca/hsc/>. The deadline for receipt of applications is February 14, 2005. Please quote number HS 031 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and per-

manent residents will be given priority. The University of Waterloo is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

STATISTICS & ACTUARIAL SCIENCE – University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure or tenure-track position in the Faculty of Mathematics. Beginning in 2006, the Faculty of Mathematics Sciences at the University of Waterloo is initiating a significant expansion in the area of public health science, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 125 students by the end of this decade. In anticipation of this growth, and in support of its own very strong graduate program in biostatistics, Statistics and Actuarial Science wishes to appoint a faculty member with research interests in biostatistics and quantitative epidemiology to a joint position with Health Studies and Geontology in the Faculty of Applied Health Sciences. The successful applicant will be affiliated with the planned Master's program in Public Health. Although an appointment at the Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will also be given serious consideration. The successful candidate will be responsible for teaching and supervising graduate students in both departments, and the development/continuation of an independent research program. Applicants must have a proven ability for research in one or more areas that complement those represented among the biostatistics in Statistics and Actuarial Science, and the foremost methodology research unit for biostatistics in Canada. Excellent teaching and communication skills are essential. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Jeffrey Lawson, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

STATISTICS & ACTUARIAL SCIENCE – University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track or definite term position in Statistics. Departmental interests cover a broad range of topics in statistical inference, methods and theory, statistical computing, stochastic modeling, biostatistics, and many other areas of application. Applicants must have a PhD by the time of appointment, with a proven ability in or potential for research in one or more areas that complement those represented in the Department. Good teaching and communication skills are also essential. Duties include undergraduate and graduate teaching, and the development of an independent research program. An appointment at the Assistant or Associate Professor level is anticipated. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Jeffrey Lawson, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

STATISTICS & ACTUARIAL SCIENCE – University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for one or more tenure-track or definite term positions in Actuarial Science at the Assistant or Associate Professor level. Candidates must have a PhD in an area of the mathematical or statistical sciences, and research interests in Actuarial Science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and stochastic modeling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Advanced Studies in Finance (<http://apfs.uwaterloo.ca/ACCT/finance/casf.html>), the Institute of Insurance and Pension Research (http://www.stats.uwaterloo.ca/Stats_Dep/IRP/contents.html), and the newly formed Institute for Quantitative Finance and Insurance (<http://www.iqfi.uwaterloo.ca/>). Applicants must have proven ability in or potential for

research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The effective date is expected to be July 1, 2005 or later. The closing date for applications is December 31, 2004. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent directly to: Professor Jeffrey Lawson, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

STATISTICS & ACTUARIAL SCIENCE – University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo is one of five academic units that comprise the Faculty of Mathematics. In 2003, the Faculty initiated a major expansion in the area of scientific computing and computational mathematics, both at the undergraduate and graduate levels. The anticipated growth in student numbers will result in a combined enrollment of 450 scientific computing/computational mathematics students by the end of this decade. In view of this expansion, the Department of Statistics and Actuarial Science wishes to appoint additional faculty members with research interests in all areas of statistical computing, computational statistics, and statistical data mining. These appointments will be tenure-track positions, mainly at the Assistant and junior Associate Professor level, but applicants with exceptional records will also be given serious consideration. Successful candidates will be expected to participate in the teaching and research activities of the Department and Faculty, particularly via the newly-established Centre for Computational Mathematics in Industry and Commerce (CMCIC). The CMCIC will oversee both the undergraduate and graduate programs on which the proposed expansion in scientific computing and computational mathematics is based. These new faculty positions will add to or complement the current strengths of the Department in the areas of statistical

programming environments, data reduction, analysis and visualization, simulation, statistical learning, data-mining and computer experimentation. To learn more about the CMCIC, see http://www.math.uwaterloo.ca/~nawab/cumc/cumc_math.html. Applicants must have a PhD in Statistics, Computer Science, or a related discipline, with a proven ability in or potential for research in computational statistics. Good teaching and communication skills are also essential. Interested individuals should send a curriculum vitae, a statement of their research interests, and two recent research articles to: Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (agorge@uwaterloo.ca) by December 31, 2004. In addition, at least three references should send their letters directly to: Dr. George before this same closing date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

STUDIO ART/PAINTING – University of Guelph. The School of Fine Art and Music invites applications for a full-time, tenure-track faculty appointment in Studio Art/Painting at the rank of Assistant Professor, commencing July 1, 2005. Teaching responsibilities will comprise painting courses at all undergraduate levels, as well as active participation in the graduate program. Minimum qualifications for the position are an MFA or equivalent, significant national/international exhibition record and demonstrated excellence in teaching at the undergraduate and graduate level. A complete application will include a current curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent to: Professor John D. Kissick, Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario Canada N1G 2W1. Application deadline is January 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage

applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THEOLOGICAL STUDIES – Concordia University. The Department of Theological Studies at Concordia University invites applications for one tenure-track position in Historical Theology with specialization in the area of late antiquity (Latin and/or Greek patristics). Since the Department has a focus and expertise in Biblical Studies and in the Reception of Scripture, we welcome applications from candidates with a strong interest in this area. The candidate will have a completed PhD with demonstrated commitment to scholarship and teaching at both graduate and undergraduate levels. Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2005. Review of applications will begin on November 15, 2004 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, copies of recent publications, a statement of teaching interests, a statement of research achievements and objectives, and three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity.

Applications should be forwarded to: Ann Dr. Pamela Bright, Chair, Department of Theological Studies, Concordia University, 7141 Sherbrooke Street West, H3B 306, Montreal, QC H4B 1R6.

ACCOMMODATIONS

FIRENZE/ITALY – Saboteur/holiday rental; central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1350.00 euros + utilities/meal cleaning. Weekly all included 650.00 euros (two people). Spazzotti PH +39-055-245 739, e-mail cunth@tiscali.it.

GENEVA/SWITZERLAND – Holiday/short stays; central, attractive studio (25 rooms) sleeps 2-3. Weekly all included 550.00 euros. Spazzotti PH +39-055-245 739, e-mail cunth@tiscali.it.

PROVENCE/SOUTHERN FRANCE – Villa for rent Sept. 1, 2005 to May 31, 2006. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, new A/C in Provence. \$1,450 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7313 or sbeckett@brcc.ca.

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CAUT BULLETIN

The Canadian Association of University Teachers Announces the 37th Annual J.H. Stewart Reid Memorial Fellowship for 2005–2006 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first executive secretary of the association.

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- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:

April 30, 2005

The Fellowship recipient will be announced in July 2005. An announcement will also appear in a fall edition of the CAUT Bulletin.

Apply online at <http://stewartreid.caut.ca>

Information: Johanne Smith, Awards Officer
2675 Queensview Drive, Ottawa, Ontario K2L 8K2 (stewartreid@caut.ca)

Qualifications:

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- A first class academic record in a graduate program.



L'Association canadienne des professeurs et professeurs d'université annonce

La 37^e bourse annuelle J.H. Stewart Reid pour études doctorales 2005–2006

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

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Le nom du lauréat ou de la lauréate sera annoncé en juillet 2005. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Appliquez en ligne à <http://stewartreid.caut.ca>

Renseignements: Johanne Smith, Agente des bourses
2675, promenade Queensview, Ottawa (Ontario) K2L 8K2 (stewartreid@caut.ca)



Answer to Homework!

From page A7. The only possibility is the brace of pairs (1, 5) and (2, 3). If each pair has the same sum and product, then both numbers of each pair are equal to 2, but this possibility is excluded. Thus, for one of the pairs, the product of the numbers must exceed the sum and for the second, the sum must exceed the product. Thus, one of the numbers of one of the pairs must be equal to 1. (If both numbers of the pair exceed 1, then the sum is no greater than twice the larger number, which in turn is no greater than the product.) For this pair, the sum exceeds the product by 1. For the other pair, the product exceeds the sum by 1; this can happen only if the numbers are 2 and 3.

BOOKSHELF COIN DES LIVRES

Will Our Anti-Terrorism Act Lead Us Down the Road to Tyranny?

**September 11:
Consequences for Canada**

Kent Roach. Montreal, Quebec & Kingston, Ontario: McGill-Queen's University Press, 2003; 280 pp; ISBN: 077352584X, hardcover \$70 ca.; ISBN: 0773525858, paper \$22.95 ca.

By W. WESLEY PUE

ON September 11, 2001, Al-Qaeda terrorists orchestrated an attack of unmistakable significance on America. Horrific images are inscribed on our collective consciousness, disturbing everyone who lives in North America, everyone who has ever entered an office tower or travelled by air. The symbolism of coordinated attacks on global capitalism's nerve centre, on the hegemon's military headquarters and possibly on the centre of western political power is more frightening still.

The consequences have been dramatic and global: two wars (Afghanistan, Iraq and counting), a significant re-jigging of international relations, immense strain on longstanding alliances, increasingly clear American contempt for international law including the conventions governing warfare, revolutionary transformations of government, constitutionalism and policy in the U.S., and significant trickle-down effects everywhere. Canada, the mouse sleeping next to the elephant, has cause for concern.

Kent Roach's reflections on such matters in *September 11: Consequences for Canada* is partly a critique of legal changes rushed through Canada's Parliament immediately following September 11, 2001. However, the book also uses the events and consequences of September 11 as the basis for a thorough treatment of Canadian civics (a much-neglected subject).

A nationalist in the English Canadian tradition, Roach identifies essential Canadian values relating to law, democracy, sovereignty and security that he says are now under threat. Although long under pressure as a result of gradual social change, these values have been subjected to particularly powerful transformative forces since September 11, "driving Canada towards Americanized criminal justice, immigration, and military and foreign policies that depart from such Canadian values as multiculturalism, peacekeeping, and respect for international laws and institutions."

CANADA'S FIRST, most obvious and most dramatic response to the war on terror was the hurried enactment, in the autumn of 2001, of Bill C-36, the Anti-Terrorism Act, a poorly drafted, terribly flawed piece of legislation. Roach criticizes the act as irrational and contrary to foundational principles of good law and ineffective. One can imagine the conversation that might have ensued between Roach and then Attorney General Anne McLellan:

McLellan: We will boldly and immediately confront this new horror of terrorism. We will make it a crime to hijack airplanes, fly them into office towers or perpetrate other acts of violence against anyone for religious, political or ideological purposes.

Roach: Terrorism isn't new. Remember the FLQ? Anti-abortion extremist shootings of doctors? Fire-bombed video stores? The Air India bombings? Isn't it already a crime to do those things?

McLellan: This will show terrorists we really mean business: we will now impose peace bonds on suicide bombers. And we can seize their assets.

Roach: Why is the purpose of the action relevant? Surely the crime is doing bad things and the purpose irrelevant.

McLellan: Terrorism is about politics, religion or ideology.

Roach: Won't this encourage police to target racial or religious minorities unfairly for scrutiny and investigation?

McLellan: The act does not say that security officials should engage in racial profiling.

Roach: Shouldn't it be explicitly prohibited?

McLellan: No.

Roach: Hmm. But wouldn't this law label heroic individuals such as Norman Bethune, Nelson Mandela, Mahatma Gandhi and even George Washington as "terrorists"? Freedom struggles sometimes involve disruption of services — even violence.



McLellan: No one can be prosecuted without the approval of the Attorney General: *le droit, c'est moi*.

Roach: What legal standards will you use in choosing which terrorists to prosecute and which to leave free?

McLellan: That will be for me to decide: *le droit, c'est moi*.

Roach: As a former law professor you will recall jurisprudential scholar Lon Fuller's argument that law must never degenerate to "umpire's discretion." Wouldn't the rule of law be more fully respected if the operational definition of terrorist were clearly set out in law instead of being left to the "Attorney General's discretion"?

McLellan: No statute can deal with every case: *le droit, c'est moi*.

Absurdity piles upon absurdity in this new legislation. Take, for example, the new offence of "knowingly" facilitating "a terrorist activity" (punishable by 14 years imprisonment). In wording Monty Python would be proud of, knowing facilitation can take place even if the facilitator did not know that a particular terrorist activity was being facilitated. Even leaving such blatant absurdities aside, Roach concludes that overall "the Anti-terrorism Act, with some exceptions in the financing area, largely made criminal conduct that was already criminal before September 11, and most of its new investigative powers and offences were not even used during the first year of the law's existence."

WHY THE FUSS, then? How did Canada tie itself up in knots about this bill, and why did the government first enact some of its terms "secretly" by regulation (October 2, 2001) before invoking closure to rush it through Parliament at unprecedented speed? The answer, Roach tells us, is two-fold. First, in the aftermath of September 11, Canada felt immense pressure from the U.S. to be seen to be doing something. And for the U.S., doing something these days involves "governing through crime." (This trendy approach to governance means emphasizing dramatic moral judgements, symbolic actions and draconian laws — remember Bill Clinton's decision to execute a mental incompetent rather than be seen as soft on crime — while the idea of the state as a commonwealth diminishes to a vanishing point.) In terms of international relations, the symbolic importance of this Canadian bill was huge, trumping any question about its wisdom or legal value. The Bush administration had to be made happy.

Second, the bill fit an evolving pattern of law-making by means of reactive, ad hoc, criminal law reform. Although often ineffective, a "narrative and memorial style of criminal law" is cheap and easy: the media love it, the opposition never howls. No one ever argues in favour of domestic violence, kiddie porn, hateful speech or terrorism. "The criminal law," Roach says, "builds on itself, using previous expansions to justify further expansions. It also follows the pattern of new criminal law being fashioned as a response to particular crimes, and not on the basis of overarching principles." Because exceptional powers tend to become normalized, one incursion on civil liberties spawns another as surely as the inevitable sequence of dramatic and violent events generates a vicious circle of ever-escalating demands for memorial-style criminal law. That, however, is the road to tyranny. Criminal law reform should respect core "principles such as the need for a clearly defined and restrained criminal law, and respect for rights such as freedom of expression, the right to silence, and the presumption of innocence."

TWO PARTICULARLY insidious arguments were put forth by government members defending the Anti-Terrorism Act as it moved through Parliament. One was the idea that the bill must be good law because it had been "charter-proofed" by the Attorney General's staff. Even leaving aside the patronizing "trust me" attitude that such an assertion implies, charter proofing is not the whole story of constitutionalism. Taking steps to ensure that an act will survive scrutiny by the Supreme Court of Canada applying the Canadian Charter of Rights and Freedoms sets the bar very low, deflecting attention entirely from the wisdom of the statute. For a minister to say a bill will survive charter scrutiny implies nothing about the way in which police officers will use the act, nothing about the likelihood of the bill attaining its desired ends and nothing about its consonance with Canadian standards of civil liberties, justice, constitutionalism or the rule of law. Presenting draconian legislation as charter-proof is fundamentally a shell game wherein the public's eyes are focused on one spot while the action takes place elsewhere.

"Such a strategy may deceive a public who thinks that consistency with the Charter means that rights are not infringed ... Constitutionalism in Canada before the Charter was built on the notion that those in power should not exercise their legal powers to the fullest extent possible even in times of perceived crisis. It was fundamental to British constitutionalism that what was legal might nevertheless be improper and unconstitutional ... we are losing sight of this older sense that power must be restrained by decency, prudence, and tradition, not just the legal limits that lawyers and courts impose on us."

In the debate concerning the Anti-Terrorism Act, the charter became just another pivot-point for ministerial media spin. Selling bad laws as charter-proof is a particularly insidious and cynical political ploy.

The second bad argument the government developed was positively Orwellian. Whereas the conventional way of thinking about police powers in relation to civil liberties recognizes a need to reconcile conflicting demands between law enforcement or security on the one hand and the values of liberty on the other, the problem was made to go away entirely by the rhetorical magic trick of calling security a human right. Presto, now we have not a human right balanced against its opposite, but two human rights deserving of equal attention! "Even illiberal definitions of terrorism and strong police powers would now be defended in the name of human and equality rights." Although this obfuscatory word play probably fooled no one, the national embarrassment of seeing ministers and government-side MPs shamelessly mouthing such nonsense in the House of Commons and elsewhere, day in, day out, speaks poorly both of Canada's Parliament and the members of the media who cover it.

While it would be bad enough if Roach's book only illuminated an illiberal bill passed into law by means of particularly unpleasant political manoeuvring, a further theme is more disturbing still: terrorism, after all, presents real threats to public safety, but it turns out that the Canadian govern-